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CHARTER PROGRESS

THE "National Charter" is going well. It has received the formal blessing of the Minister of Health, who has taken the unusual step of sending a circular to all local authorities in England and Wales, commending it to them in principle for early consideration and adoption. All save three of the provincial councils have now passed it to their constituent local authorities for adoption, with effect from the first of this month. One, that for the East Midlands, has declined to take that step, notwithstanding that its constitution requires it to take executive action upon all decisions of the National Council: but the National Council has itself sent the document to all local authorities in the East Midlands area. The Yorkshire provincial council will shortly consider the Charter, and the employers have intimated that they will accept it. The North Wales provincial council has not yet met—but, pending its meeting, the employers' secretary has sent the document to local authorities for action. In addition, NALGO has itself sent to every local authority a formal request to operate the scheme in full from April 1. This request, while not required by Whitley machinery, under which every local authority now stands morally pledged to accept and give effect to decisions which are the result of joint negotiation, will put the Association on firm ground should it be called upon in any area to invoke the sanctions open to it under the National Arbitration Order or the Wages Councils Act.

We hope, of course, that such action will not be required, and that all local authorities will readily give effect to a scheme freely negotiated between, and unanimously adopted by, their representatives and the representatives of local government officers. Already there is evidence that the majority will, and Headquarters' list of those which have decided to adopt the Charter in its entirety grows daily, and includes local authorities of every size and class: one, indeed, Exeter city council, has antedated its adoption by twelve months, to April 1, 1945!

A National Welcome

UPON the detailed provisions of the Charter there has not yet been time for opinion throughout the country to crystallise, though the many letters received at Headquarters from branches and districts suggest that it is overwhelmingly favourable. We have space to quote a selection only:

South Western District Committee:—"*I have been asked . . . to convey to the NALGO representatives on the National Joint Council my committee's cordial congratulations and appreciation of their labours, which have achieved such a successful conclusion. . . .*"

Carsha'ton branch (in a resolution):—"*Most hearty congratulations and thanks to the National Executive Council on securing . . . the National Charter . . . the general adoption of which will not only improve considerably the economic circumstances of many local government officers, but will undoubtedly raise the status and efficiency of the service. . . .*"

Glamorgan County Branch:—"*It was the unanimous desire of the Executive Committee that I should convey to the National Executive Council and the Headquarters staff the sincere gratitude of this branch for their efforts to reach this important milestone in NALGO's forward journey.*"

Swindon branch:—"*I was instructed to convey the thanks and congratulations of this branch for . . . such a satisfactory agreement.*"

Wallasey branch:—"*This is really good . . . news, and affords me the opportunity of conveying . . . the most grateful thanks of the members of this branch. . . .*"

Service periodicals, too, have been lavish in their praises, as these two typical comments show:

WHITLEY BULLETIN (journal of the **staff side of the Civil Service National Whitley Council**):—"*For the National Association of Local Government Officers the scheme represents a triumph over obstacles more formidable than any outsider can appreciate and no praise from its members can be too high for the courage, faith, and persistence of those who brought these difficult negotiations to a successful conclusion.*"

THE SANITARIAN (journal of the **Sanitary Inspectors' Association**):—"*. . . A very great achievement indeed. . . . It is obvious that the problem has been tackled by the employers' and the staffs' sides with a spirit of good will and reasonableness . . . will ensure a much more satisfactory state of affairs for local government officers.*"

It is encouraging, also, to note that, of the many comments published in national and provincial newspapers and periodicals, almost all were favourable, and of those which were not, most based their criticism on a misunderstanding of one point or another.

That is not to say that members consider the Charter to be perfect in every detail: neither does the National Executive Council, nor the staff side of the National Whitley Council. It is inevitable that a scheme thrashed out by the method of joint bargaining, in which each side must give way on this point or that in order to reach a compromise that will be generally acceptable—and, still more, a scheme that seeks to reduce to order the wide variations of salaries and conditions hitherto current among 1,530 autonomous local authorities—shall disappoint one section and fail to satisfy another. What is surprising, indeed, is that the number of the dissatisfied is so small.

Position of the "Temporaries"

MAJOR grievance, naturally, is among the temporary officers, for whom the Charter makes no specific provision and whose salaries and conditions are, therefore, left to the discretion of individual local authorities. The temporaries have deserved well of local government. They filled the breach in a time of great stress, and they rightly feel that they should share, to some extent at least, in the benefits now secured for their colleagues on the permanent staff. But they need not despair. The Charter, which is designed—subject to improvement in detail—to control the remuneration and conditions of the local government service for years to come, could not be applied in its entirety to those whose tenure was exceptional and possibly brief. That does not imply the exclusion of the temporaries from all benefit, and the National Council, having dealt with the major problem, is now considering their position. It is doing so from three angles:

How most fairly to treat those temporaries who must leave the service to make room for officers returning from the Forces;

How best to absorb on to the permanent staffs those temporaries who wish to remain in the service and whose work and abilities qualify them for retention; and

How to secure equitable pay and conditions for all temporary staff during the interim period before they are either declared redundant or are absorbed.

These three problems have been referred to the executive of the National Council for early report, and we hope soon to have some good news of the result.

Correspondents in this month's journal raise another grievance—that of the ex-service men still below thirty who, having been prevented by their years in the Forces from seeking professional qualifications, now find themselves required to study for an examination as the only means of getting beyond the General Division. At first glance this would seem to be a legitimate grouse. But is it? Are not these men taking too gloomy a view? For those who had planned a career in the

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professional and technical branches of the service, such study would have been essential in any event, and they are in no worse position than they would have been without the Charter. For the remainder, the National Council has prescribed a promotion examination, but it has not prescribed the form that examination shall take. Until it has done so, it would be premature to assume that the test will impose an unfair burden on the ex-warrior, for whom, we are confident, both sides of the Council feel a lively sympathy.

Interpretation Problems

INEVITABLY, also, the detailed application of the Charter has raised, and will long continue to raise, many problems of interpretation: some have already been submitted to Headquarters. NALGO, of course, cannot itself determine these problems, and it would be foolish for it to attempt to do so. What it can do, and is doing, is to submit the problems to the National Council itself. The process is a slow one, and at the moment the machinery is unwieldy. But we have little doubt that, as the position becomes clearer, the Council—which, at the moment, is feeling its way—will evolve a satisfactory mechanism, able to give speedy and satisfactory answers to all problems submitted to it.

For the local authorities, too, the application of the Charter is presenting novel difficulties. Many have never faced the problem of grading their staffs within a comprehensive scheme, and are likely to find it far from simple. They would greatly facilitate the process were they to adopt two measures already urged upon them by the National Council, namely the setting up of an establishment committee, responsible for the general supervision of the salaries, grades, and conditions of the whole of the local authority's staff, and of a staff joint committee composed of equal numbers of councillors and officers, empowered to subject all staff problems to free discussion and debate. Such machinery—already working successfully in many areas—is the natural corollary at the local level of the provincial and national councils at higher levels, and completes the picture of Whitleyism. Its early adoption everywhere is now more necessary than ever, and it is by striving to secure it in their own areas that branches can best help themselves.

No Direction on Grading

WITH one exception, the National Council has decided, for the time being, to give no guidance to local authorities on grading. It could, of course, direct that all officers doing a particular type of work should be placed on a particular grade, and such direction would create the desired uniformity. But the Council has preferred to leave the grading of individual posts to the discretion of each local authority. That system, combined with reference to the provincial councils of any cases of difficulty or dispute, has worked successfully in some areas in the past, and it is more likely to commend itself to local authorities at this early stage than would any system of direction from above. For the same reason, the Council has advised local authorities to ignore suggested salary scales submitted to them by sectional and professional associations of all kinds.

This decision does not mean that the goal of uniformity has been abandoned. Nor has the Council set aside the possibility of direction: it has, indeed, prepared the way for it by agreeing to consider, as soon as possible, proposals for the grading of specific posts now being prepared by the staff side in consultation with professional bodies. What the decision does mean is that the Council is making haste slowly by seeking to avoid offending the *amour propre* of the local authorities and to carry them with it rather than itself to force the pace. The road may be longer: but it will be smoother. And any gradings fixed by local authorities now will be subject to revision in the light of the Council's ultimate pronouncements.

The one exception, held to be justified by special circumstances, is that of sanitary inspectors. Here, the Council has prescribed a grading, as an interim arrangement. It recommends that:

Posts occupied by newly qualified sanitary inspectors be graded within A.P.T. Division, grade 1, £330-375; and

Posts occupied by qualified sanitary inspectors after four years' service be graded within A.P.T. Division, grade 2, £360-£405.

The grading of other sanitary inspectors with special responsibilities for which they hold the appropriate and additional qualifications is left to local authorities.

Such, then, is the general picture of the Charter today, two months after its promulgation. It is still a little hazy in parts, still a little unsure. But the general outlook is good, and we believe that future reports will show steady and continuous progress.

MINISTER OF HEALTH BACKS THE CHARTER

The Ministry of Health, on February 25, sent the following letter to all local authorities, joint boards, catchment boards, drainage boards, port health authorities, assessment committees, visiting committees, and joint committees in England and Wales:

I am directed by the Minister of Health to bring to the notice of all local authorities concerned the Scheme of Conditions of Service drawn up by the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services, and to commend the Scheme in principle for early consideration and adoption.

In this connection attention is drawn to the Question and Answer in the House of Commons appended below.

The question, asked in the House of Commons on February 14, by Ald. T. W. BURDEN, M.P., and the Minister's reply, were as follows:

MR. BURDEN.—To ask the Minister of Health, whether he has yet considered the Scheme of Conditions of Service drawn up by the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services; and whether he is prepared to recommend its adoption by local authorities, as according with the principles enunciated by his predecessor and unanimously accepted by this House on 15th February, 1946.

MR. BEVAN.—Yes, sir. I have examined the scheme and propose to issue a circular to local authorities commending it in principle, for their early consideration and adoption.

A Charter Correction

WE regret that, owing to an oversight, the paragraph introducing and defining the Miscellaneous Division of the national salary scales was printed in the February journal in the form in which it was submitted to the National Whitley Council, and not in the form in which the Council finally approved it. The paragraph should have read:

Miscellaneous Division.

This division includes officers whose duties are not wholly clerical in character but are of a specialised nature. These officers will not normally be recruited as juniors by competitive examination.

Readers who are preserving their copies of the February journal for reference may wish to cut out the above corrected version and paste it over the incorrect paragraph, which appears in the centre column of page 29.

The British Restaurant

WHAT is to be the future of the British Restaurant? Is it to go, with the Home Guard, utility socks, and Regional Commissioners, into the limbo of war-time reminiscence, or is it to be translated into a normal peace-time municipal service?

This question to-day faces many local authorities. In seeking the answer to it, they could not do better than examine a survey ("British Restaurants—An Inquiry": Oxford University Press, 3s. 6d.), just published by the National Council of Social Service.

In 1944, the survey discloses, there were approximately 2,000 British Restaurants in Britain, most of them run by local authorities. They served about four million "main" meals and about a million "snacks" every week. Most were popular among those who used them—in three national "opinion polls" made between 1942 and 1944 more than 60 per cent of those questioned wanted them to continue. And, significantly, cheapness was not the reason most commonly given: out of 11 reasons, "good food," "good place," and "convenient" took first place, being given by 40 per cent of those questioned, against only 10 per cent who gave "cheapness."

A Valuable Social Service

CHIEF opposition to the continuance of British Restaurants comes, naturally perhaps, from the catering trade. But the inquiry suggests that its view that the British Restaurant is taking custom from the commercial restaurant is mistaken: of British Restaurant customers in Birmingham who were asked where they would eat were the restaurant to be closed, less than four per cent said that they would go to a café; most would go home or take sandwiches to work; while of London customers asked where they dined before the British Restaurant opened, most took sandwiches or ate at home. It would appear therefore, that the British Restaurant, so far from competing with the commercial restaurant, has tapped a new market, not hitherto accustomed to "eating out" save on high days and holidays; and a few enlightened caterers, recognising this, welcome its continuance in the belief that, by encouraging the restaurant habit, it will, in the long run, bring them more business than it will take from them.

The survey stresses the social value of the British Restaurant. It has encouraged people of different social classes and ages to come together at least once every day in a homely and democratic environment. It has markedly improved the dietetic standards and tastes—and consequently the nutrition—of thousands whose midday meal before the war was limited to a cup of tea and a sandwich or a bun.

But the system as it exists today is capable of substantial improvement if it is to be continued as a normal municipal service. Premises must be well designed, well equipped and tastefully decorated. Staff must be properly trained, both in the scientific and nutritional groundwork and in the practical art of food preparation. And there should be a continuance—and acceptance by local authorities—of the central investigatory and food advisory services undertaken with such success by the Ministry of Food. Given these, there is no reason why the municipal restaurant in peace-time should not be a valuable civic service, and a substantial factor in communal well-being.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

Would Psychological Tests Improve on New Promotion Methods?

We have heard a good deal recently about the revolutionary methods of picking men for promotion in the Army, adopted by the War Office Selection Boards. Could similar methods be adapted to local government, and would they be an improvement on the new system outlined in the Charter—annual reports, assessment reports at 21 and 26, and a promotion examination or professional qualifications at 30? The writer of this article, a practising psychologist, suggests that they could, and would.

THE work of the higher ranks in the local government service, as indeed in most professions, is mainly administrative. That is to say, it is less concerned with the actual carrying out of functions than with co-ordinating the work of others. Hence the double-edged music hall joke: "Does that chap work here?" "No, he's the boss."

This article deals with the modern methods of choosing administrators. First, however, we must look at the qualities which an administrator must have.

The administrator does not need to be highly skilled in the techniques of the work for which he is responsible. He must, of course, understand these techniques and know when they are being properly applied. We do not choose a borough surveyor because of his skill in digging holes in the road, but we expect him to know where and how holes should be dug.

We expect in the administrator a highly developed ability to understand complex situations. We look for the power to seize quickly the essentials of a new problem. We ask for qualities of mind and personality, in addition to experience of the type of work.

Under the present arrangement, how are these qualities assessed? Senior local government officers are usually selected on the basis of their technical qualifications and the testimonials they can produce. They are interviewed by a lay committee which may or may not include members who are highly skilled in the assessment of temperament and personality. On the impression made during this interview the selection is made.

Limitations of Present System

Is this the best method of selection? It is easy to pick holes in it.

In the first place, technical qualifications do not necessarily tell the whole story of a senior officer as he is now. They show that at one time during his service he passed certain examinations, but since that time the knowledge required for these examinations may have been quietly rusting away, or the technical requirements of the job may have advanced beyond the standards set by the examiners.

In the second place, testimonials give a notoriously glowing picture of the candidate. If they did not, it is unlikely that he would present them. The literary style of the writers may cause one candidate to be shown up in a better light than another, irrespective of their actual merits.

Thirdly, there is the interview. Any interview yields an impression of one person on another. Its result is that Mr. Smith forms a certain opinion of Mr. Jones. If Mr. Smith is a wise and experienced man, his opinion will be worth having; but if Mr. Smith has a few queer ideas, such as that all red-haired people are dishonest, it may be of questionable value.

Technical qualifications, testimonials, and interview results all contribute something towards building up a picture of the candidate for an administrative post, but they have their limitations. What have the more modern developments to contribute in this direction?

The large-scale use of psychological tests in the armed forces during the war has brought them to the notice of a wide circle of people. This has resulted, in some cases, in an uncritical acceptance of these tests as a magically infallible means of finding the right man, and in others in an equally uncritical condemnation of them as "a lot of nonsense." As generally happens, the truth lies somewhere in between.

The most usual type of psychological test is the intelligence test. This may be of verbal or non-verbal material (pictures or patterns). It aims at presenting the candidate with a series of problems to the solution of which his previous training and experience will give

him no clue. His ability to "make sense of" these problems is measured by the amount he is able to do in a standard time.

It is of the essence of any psychological test that it should be given to a large number of people and that the standards of performance should be based on their scores. It then becomes possible to compare a candidate's performance in an unfamiliar situation with that of a large number of others who have been faced with exactly the same situation under similar conditions.

Intelligence Tests "Work"

There are various mathematical methods of checking the internal reliability of intelligence tests which cannot be gone into here. Looked at from the commonsense point of view, however, what is such a test likely to tell us about a candidate for an administrative post? As so much of his work is likely to consist of "making sense of" unfamiliar situations or spotting deviations from the normal in familiar ones, we would expect a high score to link up with success in such a post.

This, in practice, is what actually happens. There is an impressive array of evidence to show that those who are successful in high administrative posts usually score high in intelligence tests, while, conversely, those who gain only low scores are seldom suitable for jobs which demand much understanding of complex situations. It seems highly probable, therefore, that the ability to gain high scores in an intelligence test has much in common with the ability required for success in an adminstrative post.

It must be stressed, however, that these tests should be used and interpreted only by trained personnel.

As was pointed out above, an interview yields an impression of one person on another, and its value depends largely on the quality of the interviewer. There is a lot to be said, therefore, for ensuring that candidates for administrative appointments are interviewed by people who are specially trained.

This can be done in two ways. One is by choosing the lay interviewers carefully beforehand and giving them a course of training in the interviewing techniques which have been developed in recent years. As things stand at the moment, this is probably impracticable.

The other is by enlisting the services of specialists. The opinion of one whose training and experience qualifies him to give a comprehensive and objective judgment on candidates would certainly be worth having. There might, however, be objections on the part of those responsible for the appointment to the handing over of their functions to an outsider, however highly qualified.

One method by which the services of an expert can be enlisted without abrogating the responsibilities of laymen is by co-opting him to the selection committee. He may then put forward his opinion on the candidates for consideration when the final selection is made. This, actually, is an essential element in the most up-to-date methods of selection. The candidates spend a period of one or two days under observation and during that time they are given psychological tests and are interviewed by a specialist. His opinions are taken into consideration along with the other members' estimation of the candidates at the committee's final assessment.

By having the candidates under observation for this longer period, a much better estimate can be made of them than in the course of a twenty-minute interview. But there is another advantage of selection committee methods.

Group Techniques in Selection

During the course of the selection committee's procedure, the candidates are observed in a group, either in the course of a discussion or during some group activity, specially arranged for the purpose. In these sessions, the candidates inevitably react on each other. They form relationships and assume various positions and rôles in the group. This is part of the normal process of social life.

The observation of these relationships which the candidates form between themselves by a properly constituted selection committee is outstandingly the best method of assessing their personality. They give, as it were, a sample of the candidate's behaviour towards his fellow men in a prepared situation and, by manipulating the situation, the candidates can be observed in different rôles.

It is by a technique like this that all the most valuable elements in the interview, in psychological tests, and in the specialist's opinion, can be brought together. At the same time, lay members can take part in the proceedings and can take final responsibility for the selection. The specialist has an opportunity to put forward his informed opinion on certain aspects of the candidates' make-up. He can stage-manage the proceedings so as to give the candidates the opportunity of displaying themselves to best advantage in different situations, and he can interpret the candidates' behaviour to the committee in the light of those opinions. If his opinions are sound, they will be seen by the lay members to be confirmed by the candidates' own performance.

These methods have already been used widely in the Army. They are coming into use in the civil service, and they are being experimented with for the selection of executives in industry. How far are they applicable to the local government service?

Germans are Being Taught Democracy—Through Local Government

In Germany, Allied Military Government is engaged on the biggest task of education ever attempted. It is trying to teach democracy to a nation brought up to believe that might is right and blind obedience the citizen's only duty. In this article, specially written for "Local Government Service," a high officer of the Control Commission tells how it is being done—by forming local councils inspired by the British spirit.

THE rapid restoration of the public services of a badly blitzed town in England was largely due to the energy and devotion of countless local government officers of every grade. They, perhaps better than anyone else, will be able to grasp the magnitude of the problem that faced Military Government in the early days after the defeat of Germany. To cope with the material ravages of war was bad enough, but the task was complicated by the almost complete collapse of the German administrative system. Throughout a large part of Germany, the wheels of local government were at a standstill. The public services had broken down. In many places there was neither gas nor electricity. The water supply was restricted, and was often of doubtful purity. Many of the leading officials had disappeared, and the remainder were too deeply compromised with Nazism to be acceptable. The few police that remained were disorganised. The normal standards of life had of necessity disappeared, and in the "black" areas, at any rate, the citizens had relapsed into a state not far removed from that of primitive man.

The first task of Military Government was to restore the essential services on which life depends. Some kind of make-shift German administration was established. Measures were taken to prevent the spread of epidemics. The streets were cleared of rubble. A new police force was recruited. The supply of food was organised. Gradually, order began to appear out of chaos, and a more or less normal life returned to the town.

A Long-Term Policy

THIS was the first stage of Military Government, and it lasted, very roughly, until August, 1945. Some day, it may be hoped, the story will be told to the world of all that was accomplished by the British and American Military Government teams that followed up behind our advancing troops—and in many cases almost overran them. But since then, Military Government has grown up. The period of improvisation has passed and it is now concerned, not with "first-aid," but with a long-term policy. The problems that face it are different in kind but are no less difficult to solve. If the Military Government Officer can now get to bed before midnight, it does not mean that his work has become less important or less urgent; and one of the most important problems to be solved is the restoration of local self-government on a democratic basis, in accordance with the policy laid down at the Potsdam Conference. Military Government was bound to be the directing force in the early stages, but we have not got the manpower available to go on exercising a detailed supervision over the administration. Nor would it be desirable for us to do so. If ever the occupation is to achieve its ends, the Germans must be taught to manage their own affairs.

It is a strange and a difficult lesson that the Germans have to learn. There had, of course, been local self-government of a sort in Germany for long before the Nazi regime, but it had always been deeply tinged with authoritarianism. Under the Nazis, the system became frankly autocratic. In accordance with the "Fuehrer principle," policy and the execution of that policy were combined in one man, the Buergermeister, who was responsible not to an elected council, but to the man above him. He in turn was responsible to a higher official, and so on through the graded hierarchy of German administration, until eventually all power was concentrated in the Fuehrer himself.

L.G.O.s Invited to Volunteer

The Control Commission for Germany, as this article emphasises, urgently needs experienced local government officers to help it "beat the swastika into the parish pump," and invites N A L G O members with the required qualifications—initiative, resource, and a sound knowledge of local government, especially on the financial side—to volunteer for the work. Knowledge of German is desirable, but not essential.

Appointments carry the equivalent status of Major, or Lieutenant-Colonel, and salaries range, approximately, from £600 to £900 a year, plus allowances and free board and lodging.

Officers interested should apply in the first place to Mr. D. M. H. Beck, Administration and Local Government Branch, Room 422, 23, Princes Gardens, London, S.W.7 (KENsington 4511—ext. 132). Before accepting a contract, members are advised to make sure that their superannuation position is fully protected.

The aim in the British Zone is to establish a new conception of democracy, and one that will be strong enough to withstand the challenge of any authoritarian regime that may attempt to emerge in the future. The first principle was to begin at the lowest level, in the parish, the town, and the rural district. As a first measure of democracy, instructions were issued in September for the establishment at those levels of nominated representative councils. As their name implies, these councils were to be nominated by the local Military Government Commander, and were to be as representative as possible of all sections of the community. Nor were they to be merely advisory councils, designed to utter complacent approval of the actions of the Buergermeister. They are designed as executive councils and it is emphasised throughout that, subject to the overriding authority of Military Government, each is responsible for the local government of its own particular area.

There are about 8,000 parishes in the British Zone, nearly 140 large rural districts, and about sixty county boroughs. In all these, except in the smallest parishes, councils have already been established or are being established. There have been inevitable difficulties, most of them foreseen. The political apathy of the German people (the natural product of twelve years' political regimentation), the shortage of trained administrators, the concentration of energy upon the pressing economic problems of the day, have all had to be taken into account. On the whole, however, the results achieved to date have been satisfactory.

The next step will be the establishment of similar councils at higher levels of government. The English have no parallel to the complicated system of regional government that exists in Germany. Between the Stadtkreis (county borough) or the Landkreis (large rural district, almost equivalent in status to an English county) and the State come at least one, and in most cases two, intermediate levels of government. Nominated regional councils are to be set up at these levels, also.

The final stage of development will be the replacement of these nominated councils by elected councils. Meanwhile, the Germans are getting valuable practice, through the nominated councils, in the give-and-take of popular discussion that is the foundation of true democracy.

The establishment of councils, even of elected councils, is not in itself enough to ensure that German democracy is firmly rooted. In the belief that local government is the basis of democracy, we shall aim to decentralise power as far as possible to the lowest units of government. We shall seek to dissolve the unholy alliance that has hitherto existed in Germany between politics and the civil service by separating the policy-making functions of the representatives of the people from the executive functions of the professional civil servants, and we shall seek to recognise the German civil service in such a way that its members regard themselves no longer as a privileged caste, but rather as the servants of the community.

Expert Advisers Needed

THESE administrative reforms will be accompanied by a concerted drive to arouse the dormant political consciousness of the German people. Democracy is not merely an elaborate piece of machinery. A community is nothing more than the sum total of the men and women who live in it. The Germans have to learn, or to re-learn, the lesson that every citizen has some share in the responsibility for his own government. Already, political parties have been authorised throughout the British Zone—in the first instance, at Kreis level, for it is in the Kreis that the parties are able to grapple with the practical problems of local government, rather than with abstract ideologies.

It is clear that these developments call for wise and unobtrusive supervision if they are to be successful. It is a task that needs patience, tolerance, common sense, and enthusiasm. These qualities the ordinary Military Government Officer has in abundance; but he needs also to have at his disposal some more expert knowledge of the problems of local government, combined with a trained political sense. It is for this reason that the resources of Military Government within the British Zone are being augmented by the recruitment of a number of local government specialists. These specialists will be stationed in small teams at the more important centres of Military Government, to advise the Commander, and the Commanders of the subordinate detachments, on the complicated problems that are bound to arise as they press on with the re-establishment of local self-government. Theirs will be a job without precedent, of which the potential value can scarcely be exaggerated. The qualifications they will require are both personal and technical. In addition to political sense, they must have plenty of initiative and resource; at the same time, it is essential that they should have had experience of local government or administration in the United Kingdom or in some part of the Empire.

"Knowledge is power"; and the experience of these specialists will play no small part in the establishment of a new and peaceful Europe. We cannot contemplate the possibility of letting this opportunity go by default because the men are not forthcoming. There is a crying need for first-rate local government officials of every kind in our own country; but there must be some officials who are willing to play their part in beating the swastika into the parish pump, and there must be some councils who are public-spirited enough to agree to second an official to take part in this great venture.

J. M. C

Preliminary Agenda for Conference

MEETING in London on March 9, the National Executive Council approved the draft of its annual report for 1944 and the arrangements for this year's Conference.

Conference will be held at The Dome, Brighton, from Tuesday, June 11, to Thursday, June 13, inclusive. There will be meetings of branch education correspondents and public relations officers on Monday, June 10, and the annual meetings of the ancillaries will be held on Friday, June 14.

Below we publish the preliminary agenda, consisting of notices of motion submitted by the National Executive Council, district committees, and branches. Amendments to notices of motion may be submitted by district committees and branches up to 5 p.m. on Monday, April 15, and will be published in the May journal.

The agenda is subject to co-ordination and consolidation by the agenda committee. This year, in an attempt to avoid a repetition of last year's experience, when consideration of the early part of the agenda took up more time than it should have done, with the result that the latter part, including many matters of importance, had to be rushed, the agenda committee will remain in session throughout Conference, to consider and suggest any changes in the programme which circumstances may demand.

PRELIMINARY AGENDA

1. **Official Welcome by Representative of Local Authority.**
2. **To Confirm the Proceedings of the Conference held on June 12 to 14, 1945.**
3. **Benevolent and Orphan Fund—Announcement of amounts received from Districts and winners of trophies and diplomas.**
4. **President's Address.**
5. **Declaration of Results of Election of Council and Honorary Officers.**
6. **Appointment of Auditors for the Year 1946.**
Notice of Motion by the National Executive Council.

That Messrs. Jackson, Pixley & Co., Chartered Accountants, of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1946, and that the fee of seven hundred and fifty guineas (£787.10.0) be paid to them for their services.

7. **Appointment of Scrutineers.**
8. **Honorary Treasurer's Financial Statements.**
9. **Standing Orders for Conferences.**
Notice of Motion by the National Executive Council.

That the Standing Orders for Conferences be amended by the insertion of the following new Standing Order No. 12(a):

The mover of a motion or an amendment shall not be allowed to speak for more than ten minutes and each succeeding speaker shall not be allowed to speak for more than five minutes, provided that the prescribed time limit may be exceeded only with the consent of Conference.

10. *Notice of Motion by the Bromley (Kent) Branch.*

That this Conference is of opinion that a time limit should be imposed upon all speeches at Conference and accordingly adopts the following additional Standing Order, namely:

The time occupied by any speech shall not exceed five minutes, except that a representative introducing a motion shall be allowed ten minutes with such extension in any case as may be permitted at the discretion of the Chairman of the Conference without prejudice to the provisions of Standing Order No. 5.

11. *Notice of Motion by the Smethwick Branch.*

That the following additional Standing Order for Conferences be approved and adopted:

Except with the permission of Conference, the following time limits for speeches shall be adhered to:

Moving a motion or amendment . . 15 minutes
Seconding a motion or amendment . . . . . 5 minutes
All other speeches . . . . . 5 minutes

Provided that this Standing Order shall not apply to the President's address or to statements on policy made on behalf of the National Executive Council.

CONFERENCE DATES

April 15—Amendments to notices of motion on the preliminary agenda to be received at Headquarters by 5 p.m.

May 1—Publication of "Local Government Service," containing amendments to notices of motion. Voting papers for the election of the N.E.C. to be received by district committee secretaries.

May 20—Results of district elections of the N.E.C. to reach Headquarters.

May 27—Final Conference agenda and other material to be sent to representatives. Last date for notification of division of voting strength.

June 10—Meeting of branch public relations officers (10.30 a.m.), and education correspondents (2.30 p.m.).

June 11-13—Conference at The Dome, Brighton (9.30 a.m. to 5.0 p.m. each day).

June 14—Annual meetings of Ancillaries (NALGO Provident Society, 9.30 a.m.; NALGO Building Society, 11.0 a.m.; Logomia, 2.30 p.m.; and NALGO Approved Society, 4.0 p.m.)

All Conference delegates, and all branch public relations officers and education correspondents who are not Conference delegates, will be welcome at the two meetings on June 10. Members who wish any particular topic to be dealt with at these meetings are asked to write to Headquarters by May 1.

12. **Annual Report of the National Executive Council.**
13. **Rebates to District Committees.**
Notice of Motion by the National Executive Council.

That as from 1st November, 1945, rebates to District Committees be on the following basis:

Metropolitan, North Western and North Wales—four per cent;
Yorkshire—four and a half per cent; and
Other Districts—balance of rebates payable to District Committees on the basis of a five per cent rebate for each District to be divided among these nine Districts in proportion to the gross subscriptions collected in the District.

14. **Women's Committees.**
Notice of Motion by the Eastern District Committee.

That this Conference accepts fully the principle of equality and is of the opinion that separate Committees for the Women's Services are undesirable and unnecessary.

15. *Notice of Motion by the Sedgley Branch.*

That all special women's activities within the Association be discontinued and that the Rules and Constitution be amended wherever it is necessary to give effect to this proposal.

16. **Equal Pay—Royal Commission.**
Notice of Motion by the Glasgow Branch.

That as it is now almost two years since the Royal Commission was appointed, the Conference instructs the National Executive Council to take suitable action with a view to having the presentation of the Report speeded up.

17. **Security of Tenure.**
Notice of Motion by the Solihull Branch.

That this Conference instructs the National Executive Council to promote legislation to ensure security of tenure for local government officers.

18. **Five-day Working Week.**
Notice of Motion by the Richmond (Surrey) Branch.

That the members of the staff side of the National Whitley Council be instructed to press for the institution of a five-day working week in the local government service.

19. **Local Joint Committees.**
Notice of Motion by the Winchester Branch.

That this Conference, endorsing the view of the National Joint Council that local joint committees should be set up to secure adequate and proper implementation of the National Charter, instructs the National Executive Council to initiate a campaign for the establishment of such committees throughout the local government service.

20. **Medical Examination on Appointment to New Posts.**
Notice of Motion by the Westmorland Branch.

That this Conference is of opinion that considerable unnecessary restraint in promotion and advancement is caused to a certain class of officers who, although fit and able to carry out their duties, are, owing to past medical history, unable to obtain new appointments because of the necessity for a further medical examination and accordingly recommends that the National Executive Council take steps, through the National Whitley Council machinery, to bring about a change in service conditions to provide that an officer, once accepted as a contributor within the superannuation scheme of a local authority and having no break of service, shall not, on appointment to a new office, either under his own or any other local authority, be subject to a further medical examination.

21. **National Scheme of Salaries and Service Conditions.**
Notice of Motion by the North Devon Branch.

That the National Executive Council be instructed to formulate machinery for the guidance of local authorities in the grading of officers with particular reference to the Administrative, Professional and Technical Division.

22. *Notice of Motion by the Hertfordshire Branch.*

That this Conference views with concern the omission of a general "no detriment clause" in the new National Charter, and desires the National Executive Council to take every possible action to secure the application of a "no detriment clause" to the Charter as a whole retrospective from the 1st April, 1946.

23. *Notice of Motion by the Southwark Branch.*

That this Conference regards the weighting for London in the National Scales as totally inadequate; and instructs the National Executive Council to take immediate steps to ensure that the amount be increased to a figure commensurate with the actual increased cost of living in the Metropolis.

24. **Cost of Living.**
Notice of Motion by the Hull and District Branch.

That this Conference

(*a*) deprecates the decision of the National Joint Council that the question of a revision of the cost of living bonus should not be raised within a period of twelve months following the agreement on salaries and service conditions;

(*b*) is of the opinion that the Association's representatives on the National Joint Council should not have agreed to such arrangement without first obtaining the approval of the National Executive Council; and

(*c*) instructs the National Executive Council to take all necessary steps at the earliest possible opportunity to ensure an upward revision of the cost of living bonus comparable with that received by other employees.

25. *Notice of Motion by the Southwark Branch.*

That this Conference is deeply concerned that, as a condition of granting a National Scale of Salaries, the employers' side of the National Joint Council insisted upon the question of an increase in the cost of living bonus being deferred for a period of at least twelve months, despite the fact that increases had already been effected or accepted in principle in comparable professions, i.e. civil service and public utility undertakings, and instructs the National Executive Council:

(*a*) to take steps, as soon as possible, to bring about an increase in the cost of living bonus; and

(*b*) to examine what steps can be taken to increase the bargaining power of the Association.

26. *Notice of Motion by the Fulham Branch.*

That this Conference regrets that the resolution which was submitted to the last Annual Conference with regard to revision of the cost of living bonus, the principle of which was approved by Conference and referred to the National Executive Council, has not been implemented and instructs the National Executive Council to take immediate steps to carry the resolution into effect.

27. Transfer of Functions to Central Authority.

Notice of Motion by the Hertfordshire Branch.

That this Conference views with concern the continual grasping by government departments of functions which are of a local character and which in the national interest can and should be carried out by local democratically elected authorities subject to and within the framework of any national policy which Parliament may lay down, and desires the National Executive Council to consider the problem and to take every possible action to secure the continuance and expansion of the traditional effective democratic local government.

28. Powers and Functions of District Committees and Branches.

Notice of Motion by the Hayes and Harlington Branch.

That this Conference declares that all district committees and branches of this Association have an unfettered right of public expression on public matters which do not conflict with the views of the Association as laid down by the annual Conference.

29. "Local Government Service."

Notice of Motion by the North Riding County Branch.

That this Conference views with concern the lack of improvement in the production and general layout of the LOCAL GOVERNMENT SERVICE Journal, and instructs the National Executive Council to ensure that the standard of production and composition is equal to that achieved by the Journals of other professional societies.

30. *Notice of Motion by the London County Council Branch.*

That this Conference instructs the National Executive Council to take the earliest practicable opportunity to improve the appearance of LOCAL GOVERNMENT SERVICE by the use of better paper and more attractive typography and lay-out.

31. Superannuation.

Notice of Motion by the River Great Ouse Catchment Board Branch.

That this Conference directs the National Executive Council to take all possible steps to secure such amendment to the Local Government Superannuation Acts, 1937 and 1939, as will ensure their application to whole-time officers of all local authorities within the meaning of the Local Loans Act, 1875.

32. Pensions for Widows of Local Government Officers.

Notice of Motion by the North Devon Branch.

That the National Executive Council be directed to examine the possibility of formulating a scheme by which a pension can be assured to the widow of a local government officer.

33. Affiliation to the Trades Union Congress.

Notice of Motion by the South Wales and Monmouthshire District Committee.

That this Conference instructs the National Executive Council forthwith to make application to the Trades Union Congress for affiliation.

THE NEW GENERAL SECRETARY

JOHN H. WARREN, M.A., D.P.A., N.A.L.G.O.'s new General Secretary, formerly town clerk of Slough, and member of the N.E.C. since 1935, who took up his office at Headquarters last month.

34. *Notice of Motion by the Leicester Branch.*

That this Conference is of opinion that the time is now opportune for the Association to become affiliated to the Trades Union Congress and instructs the National Executive Council forthwith to make application for affiliation.

35. *Notice of Motion by the Halifax Branch.*

That this Conference is of the opinion that the time has now arrived when the Association should be affiliated to the Trades Union Congress, and instructs the National Executive Council to apply immediately for such affiliation.

36. *Notice of Motion by the Finsbury Branch.*

That in view of the changed circumstances since the last Conference, and in particular the intention of the Government to repeal the Trade Disputes Act, 1927, this Conference instructs the National Executive Council to proceed immediately to affiliation of the Association to the Trades Union Congress, subject to arrangements being made on behalf of members to "contract out" of the political levy.

37. Committee of Inquiry on London Local Government.

Notice of Motion by the Metropolitan District Committee.

That the memorandum on London Local Government as approved by the Metropolitan District Committee be submitted to the Committee of Inquiry on London Local Government, in the name of the Association.

Note.—This memorandum, which will be incorporated in the Conference agenda, is reproduced on Page 57.

38. Guest Houses for Retired Members.

Notice of Motion by the Metropolitan District Committee.

That this Conference urges the National Executive Council to give consideration to the provision of self-supporting guest-houses in which retired members of the service could make their homes, such facilities to be in addition to any provision of a similar character which may be made through the Benevolent and Orphan Fund.

39. Rule 2—Definitions.

Notice of Motion by the National Executive Council.

That the definition of "Local Government Officer" in Rule 2 be deleted and the following substituted therefor:

"Local Government Officer" means any officer full time or part time paid directly or indirectly by a local authority or employed under any public or local Act of Parliament or other provision having reference to local government in Great Britain, the Isle of Man, or Northern Ireland, any whole-time officer paid directly by a Board or other authority to which any of the functions of a local authority have been transferred by any public or local Act of Parliament, *or by any persons authorised by an enactment or statutory order to construct, work or carry on any dock, harbour, tramway, gas, electricity, water or other public undertaking,* and shall include a pupil articled to a local government officer. For the purposes of this definition "officer" means an employee as to whom either of the following conditions is satisfied, that is to say:—

(*a*) that his duties are wholly or mainly administrative, professional, technical or clerical; or

(*b*) that his remuneration is at a rate greater than £250 per annum and that he is not employed by way of manual labour."

Note.—The motion seeks to add to the existing rule the words printed in italics.

40. *Notice of Motion by the National Executive Council.*

That section (*d*) of the definition of "member" in Rule 2 be deleted and the following substituted therefor:

"(*d*) an employee of any persons authorised by an enactment or statutory order to construct, work or carry on any dock, harbour, tramway, gas, electricity, water, or other public undertaking, whose duties are wholly or mainly administrative, professional, technical or clerical, or whose remuneration is at a rate greater than £250 per annum and who is not employed by way of manual labour;"

Note.—Section (*d*) of the definition of member in Rule 2 reads:

"an employee of statutory undertakers whose duties are wholly or mainly administrative, professional, technical or clerical, or whose remuneration is at a rate greater than £250 per annum and who is not employed by way of manual labour, and who has been admitted to participate in the benefits of the superannuation fund of a local authority in pursuance of the provisions of either section 5(3) (*b*) of the Local Government and other Officers' Superannuation Act, 1922, or Section 5(1) of the Local Government Superannuation Act, 1937."

41. Membership of Staffs of Public Undertakings.

Notice of Motion by the Essex County Branch.

That members who are transferred to central departments or similar authorities as a result of legislation nationalising industry or transferring functions at present performed by local authorities shall be allowed to retain membership of the Association, and that this Conference instructs the National Executive Council to prepare a scheme of trade union organisation and recruitment within the Association to cover staffs engaged in these duties.

42. *Notice of Motion by the Metropolitan District Committee.*

That, in view of the impending nationalisation of the electricity and gas industries, this Conference instructs the National Executive

ouncil to consider and prepare in advance
e form of union organisation most suitable
r the officers therein employed and to
omote a campaign to recruit unorganised
aff's within those industries.

. **Eligibility for Membership.**

otice of Motion by the South Wales and
onmouthshire District Committee and the
lamorgan Branch.

That the Rules of the Association be
nended to provide that all those local govern-
ent employees designated as "servants" who
e not specifically provided for by recognised
ocational or craft unions or associations shall
eligible for membership of this Association

. **Membership of Temporary Officers.**

otice of Motion by the North-Western and
orth Wales District Committee.

That, having in mind the introduction of
tional scales of salary and conditions of
rvice, which, *inter alia*, provide for establish-
ent and grading thereby envisaging a full-
me permanent local government service, this
onference decides that as from 1st July, 1946,
temporary local government officer shall be
gible for membership of the Association.,
id directs that the rules be amended accord-
gly, provided that nothing herein contained
all at any time hereafter affect in any way
e validity of the membership of those
mporary officers who are already members
the Association.

. *Notice of Motion by the Salford Branch.*

That the Rules of the Association be
nended so as to provide, as from a date to
determined by Conference, that no further
mporary officers shall be admitted to member-
ip of the Association.

. **Rule 54—Branches.**

otice of Motion by the National Executive
ouncil.

That Rule 54 be deleted and the following
w Rule substituted therefor:

Any number of local government officers in the service of a local authority or board or other authority mentioned in the definition of "Local Government Officer" in Rule 2 may form a branch (hereinafter referred to as the "employer branch"). A local government officer may be a member through the employer branch or through the branch for the particular area in which he performs or mainly performs his duties (hereinafter referred to as the "local branch"). Provided that, where the officer is a member through the local branch, negotiations with the employing authority shall be conducted by or with the approval of the employer branch, and an application for legal assistance made by the officer shall for the purposes of Rule 78 be subject to the recommendation of the employer branch. Where there is disagreement between the employer branch and the local branch, or the employer branch fails to take action, the district committee or a sub-committee of the district committee appointed for the purpose shall be empowered to determine what action shall be taken."

That Rule 78 be amended by the addition of the words in italics:

A claim for legal assistance and support shall, *except as provided in Rule* 54, be subject to the recommendation of the member's branch, and the approval of the Council, except in the cases mentioned in Rule 86, when the approval of the law and parliamentary committee of the council shall be necessary, instead of that of the branch. If a branch declines to support a member's claim, he may appeal to the Council.

Note.—Rule 54 reads:

54. BRANCHES: Any number of local government officers in the service of a local authority or group of local authorities or board or other authority mentioned in the definition of "local government officer" in Rule 2, may form a branch. Provided that a local government officer may only be a member through the branch for his particular local area; and that only one branch may be formed from the officers of any particular local authority. Members mentioned in clause (*c*) or clause (*d*) in the definition of "member" in Rule 2 shall be members of such branch as may be determined by the Council from time to time.

47. *Notice of Motion by the Keighley and District Branch.*

That Rule 54 be altered by the deletion of the following words:

"Provided that a local government officer may only be a member through the branch for his particular area; and that only one branch may be formed from the officers of any particular local authority."

and the substitution therefor of the words:

"Provided that only one branch may be formed from the officers of any particular local authority; but an officer may, at his discretion, be a member of the branch for the officers of his employing authority or of the county or non-county branch for the area in which he is engaged."

48. *Notice of Motion by the Bromley (Kent) Branch.*

That the National Executive Council be instructed to vary the existing rules as to branch membership so as to permit officers engaged from time to time upon duties delegated to a divisional executive under the Education Act, 1944, being accepted as full members of the branch nearest to the place of normal employment of such members.

49. Induction of President.

50. Any Other Competent Business.

Other matters dealt with by the Council on March 9 included:

Future Conferences—Invitations to hold future conferences at a number of towns were considered, and the following arrangements were approved:

1947—Southport (week beginning June 9).
1948—Bournemouth (date to be fixed).
1949—Aberdeen (date to be fixed).

Honorary Officers—The following were nominated for election as honorary officers of the Association for 1946-7:

PRESIDENT—**D. J. Parry.**
SENIOR VICE-PRESIDENT—**C. J. Newman.**
JUNIOR VICE-PRESIDENT—**P. H. Harrold.**
TRUSTEES—**A. G. Bolton, G. Llewelyn, and A Pinches.**
TREASURER—**J. H. Robinson.**
SOLICITORS—England, **P. H. Harrold**; Wales, **D. J. Parry**; Scotland, **R. McGill.**

International Union of Local Authorities—The first conference of the International Union of Local Authorities since 1939 is to be held at Brussels from June 21 to 24, and the president (or vice-president), P. H. HARROLD, and the general secretary were appointed to represent NALGO.

SALARIES AND SERVICE CONDITIONS

National Charter—It was reported that all the provincial councils, with the exception of those for the East Midlands, North Wales, and Yorkshire, had agreed to pass on the Charter to their constituent local authorities for adoption. The employers' secretary of the National Whitley Council has sent the charter direct to local authorities in the East Midlands and North Wales, and the Yorkshire provincial council is to consider it at an early date.

The N.E.C. has itself sent to every local authority in England and Wales a formal request to operate the scheme in its entirety from April 1.

The charter has been tentatively considered by the Joint Consultative Committee representing NALGO and most of the sectional and professional organisations of local government officers, and further discussions, designed to co-ordinate gradings of professional and technical officers, are to be held.

Some professional bodies have circulated to local authorities scales of salaries and gradings which they considered appropriate to their members. Since this action is causing embarrassment to local authorities, the National Whitley Council has informed all local authorities that these suggestions are not authoritative, and it should not be assumed that they have been considered and approved by the National Council.

Car Allowances—The charter makes no recommendation on car allowances, but indicates that a scale will be drawn up when conditions are normal. The staff side of the National Whitley Council is to be asked to consider the immediate recommendation of an interim scale.

Tribute to E. L. Riley—On the motion of the President, F. H. HARROD, the council adopted a resolution expressing its keen appreciation of the outstanding services of E. L. RILEY, chairman of the service conditions committee and of the staff side of the National Whitley Council in the negotiations for the Charter. Mr. Riley, said Mr. Harrod, had displayed responsibility and ability of a high order and had put in a great amount of hard work, to the benefit of all local government officers. Replying, Mr. Riley said that, although he was grateful for the resolution, much of the work had been done by his predecessor, Harry Allen, and he would be satisfied if it were felt that, on taking over from Mr. Allen, he had not let the side down. They had an excellent staff side, of both members and officers, and the success achieved was the result of team work rather than of the work of individuals.

Publicity for Charter—On the motion of Mr. Riley, the council adopted a resolution recording its appreciation of the arrangements made for publicity for the Charter, particularly the Press conference on January 30, and the excellent presentation of the Charter and the leading article in the February number of LOCAL GOVERNMENT SERVICE.

Officers' Housing Problem—The council rejected, on the ground that it would arouse public criticism, a suggestion from a branch that local authorities should be asked to provide houses for officers transferring to their service. It is, however, to consider the possibility of preparing a register of houses likely to be made available by officers moving from one area to another.

Age Limits in Advertisements—On the suggestion of Lambeth branch, the N.E.C. approved and referred to the staff side of the National Whitley Council a proposal that local authorities which fix an upper age limit for appointments should allow officers who have been on war service to deduct the number of years they have spent in the Forces from their actual age, when this would bring them within the age limit laid down.

Nationalisation of Utility Services—In view of the Government's proposal to nationalise electricity, gas, transport, and dock and harbour services—which would have the effect of taking many members out of local government service—Conference is to be asked to amend the Association's rules to enable officers employed in these services to become members of NALGO. The motion approved appears in the Conference agenda (item 39).

Future of Public Assistance Officers—Representations to the Minister of National Insurance for satisfactory arrangements for the transfer to the new Ministry, or the compensation, of public assistance officers whose work is reduced by the National Insurance Bill, have so far been unsuccessful. The Association is consulting with other interested bodies and has urged all appropriate branches to make representations to members of the House of Commons standing committee which is now considering the Bill.

Conditions of Employment and National Arbitration Orders—It was reported that the General Council of the T.U.C. had decided to support the continuance of arbitration under these orders for the time being, and their expected withdrawal is, therefore, likely to be delayed.

Security of Tenure—Approval was given to measures designed to achieve greater security of tenure for local government officers, and these will be reported to Conference. It was agreed that if, in course of negotiations, it appears that officers who already had statutory security were likely to be prejudiced, the sectional organisations representing them would be consulted.

Juvenile Employment Service—The Association is to apply for representation on the National Advisory Council, suggested in the Ince report.

Salaries of Registrars—The Registrar-General has reported that the range of salaries approved for registrars in 1929 is to be reviewed in conjunction with the National Charter for local government officers. The Association is asking that the national scheme of conditions of service be also applied to registrars, and has authorised the general secretary to take necessary action.

The Registrar-General's letter disclosed the extraordinary position that registration officers, as such, are servants neither of local authorities nor of the Crown: they have, in fact, no employer, and are thus deprived of the protection given to employees by the conditions of Employment and National Arbitration Order and the Wages Councils Act. Their rate of salary is fixed by schemes made under section 24 of the Local Government Act, 1929, with the approval of the Minister of Health, and can be altered only by an amendment scheme, which the Minister must also approve. In an answer in Parliament on March 6, the Minister said that he considered

it reasonable that their salaries should be in line generally with those obtaining in the local government service, and as soon as details of the new local government salary scheme had been worked out, he would welcome representations from the central associations representing the local authorities and the registrars.

"Teaching Experience" Bar—In furtherance of the desire—discussed at previous meetings—to reduce the handicap on promotion in the education service imposed by those local authorities which insist on candidates for senior administrative appointments having teaching experience, NALGO is to seek discussions with the Association of Directors and Secretaries for Education.

Women Dental Attendants—The British Dental Association is inquiring into the title, wages, training, and conditions of service of women assisting dentists in public or private surgeries, and has invited the Association to submit its views. The Council approved a memorandum suggesting that these women be called dental nurses, pointing out that those in local government service are covered by the new national salary scales, and recommending an appropriate two-year course of training.

Equal Pay for Equal Work—Miss M. Anderson, the general secretary, and the chief organisation officer are to represent the Association on a joint committee on equal pay which is being established by the National Union of Teachers.

LAW AND PARLIAMENTARY

Pensions (Increase) Act, 1944—Informal conversations have taken place between the T.U.C. and the Financial Secretary to the Treasury on proposed amendments of the Pensions (Increase) Act, 1944, and the Association will be represented on a deputation to the Financial Secretary to discuss the removal of anomalies.

Eligibility to Sit in Parliament—In fulfilment of the instructions of the last Conference, the Association is to seek the repeal of section 83 (13) of the Local Government Act, 1888, which renders paid officers of a county council ineligible to sit in Parliament.

Superannuation Act Amendments—The Council approved a list of 27 proposed amendments to the Superannuation Act of 1937, prepared by a sub-committee appointed to consider all amendments submitted to the Association by district committees, branches, and members.

National Insurance Bill and Superannuation—The National Insurance Bill, now before Parliament, provides that regulations may be made to modify any scheme for the provision of pensions and other benefits. The Minister of Health will be the appropriate authority to make regulations affecting local government superannuation schemes. Discussions on the problems involved are taking place between the T.U.C. advisory committee on the local government service (upon which NALGO is represented) and the Ministry.

Education Act—Action is being taken to secure amendments to the Education Act 1944:

(*a*) To ensure that transferred officers who were on war service on April 1, 1945, are given the same terms and conditions of service as other transferred officers; and

(*b*) To widen the scope of the compensation section of the Act to admit claims not at present covered.

Police Bill—In response to representations by the Association, the Home Secretary moved amendments to the Police Bill, designed to widen the extent of the compensation clause so that it will apply to any local government officer who may suffer loss as a result of the changes proposed in the bill. These amendments were adopted during the committee stage.

PUBLIC RELATIONS

Newspaper Criticisms—Attention was drawn to a newspaper article to which it would have been appropriate for the Association to reply, but which did not reach the public relations department in time for an effective reply to be made. Press-cutting agencies cannot be expected to supply cuttings of all the many subjects in which the Association is interested, and the Council agreed to remind branches and members of the need to send to the public relations officer promptly cuttings of comments, articles, and letters in newspapers which they consider are deserving of the Association's attention. Where cuttings refer to local matters, the full facts should be given, and the nature of the appropriate reply indicated.

Conference Journal—To provide sufficient paper for a full report of Conference, LOCAL GOVERNMENT SERVICE will not be published in August. A special enlarged Conference number will be published about the middle of July.

EDUCATION

Information for Members—To meet the greater demand for professional and technical education likely to result from the provisions of the Charter, requiring officers to acquire professional qualifications or to pass a promotion examination as a condition of promotion from the general division, the education committee is preparing a booklet on NALGO's educational policy and the facilities the Association provides for members. As soon as this is ready, copies will be sent to district committees, area education committees, and branches.

Examination Syllabus—The syllabus is to be revised to cover recent legislation.

Road Transport—Mr E. H. MASON (deputy general manager, Manchester transport department) was appointed to serve on the new National Standing Joint Committee on Road Transport Education.

Summer Schools—A booklet giving details about the summer school for England and Wales, to be held at Oriel College, Oxford, from July 20 to 27, will be sent to branches soon.

HOLIDAY CENTRES

Croyde Bay holiday centre has not yet been derequisitioned by the War Office and there is now no possibility that it can be opened this year.

Cayton Bay holiday centre will open as planned on June 1.

NALGO MOTORING ASSOCIATION

The NALGO Motoring Association, which has been inactive during the war, is to be started again. Members of the motoring association are entitled to all the services provided by the R.A.C. for its members, at an annual subscription of £1 11s. 6d. for cars of all types or 15s. for motor cycles. Applications for membership should be sent to Headquarters.

E. A. S. Young, chairman of the Council, presided, and those present included:

E. L. Riley (vice-chairman), R. Adams, Miss M. Anderson, E. F. Bacon, W. R. Beevers, G. T. Belton, L. Bevan, N. W. Bingham, E. M. Bourne, S. H. Brodie, J. Brown, P. H. Brown, R. D. Brown, A. G. Bolton, A Bowker, A Clark, F. C. Corbishley, Miss E. Dawson, W. O. Dodd, R. F. Donnelly, J. W. Edmonds, R. Evans, R. L. Evans, J. Y. Fawcett, A. S. Garnett, A. A. Garrard, Miss F. L. Gates, F. H. Harrod, P. H. Harrold, R.E. Heron, H. W. John H. R. Jones, H. Joyce, G. Llewelyn, S. Lord, R. F. Mann, T. W. Maslen, E. H. Mason, J. W. Moss, C. J. Newman, T. Nolan, A. E. Nortrop, A. E. Odell, A. Denton Ogden, D. J. Parry, J. Penny, J. Pepper, G. W. Phillips, A. Pinches, W. Pitt-Steele, J. H. Robinson, W. Rowlands, H. Russell, L. C. St. Leger Yeend, R. T. Shears, W. Strother, L. H. Taylor, J. H. Tyrrell, J. S. Underwood, W. E. Veasey, and J. Young.

N.P.S. Extends Benefits

THE committee of management of the Nalgo Provident Society has decided to make the following recommendations at the next annual general meeting on June 14:

1. The declaration of a bonus of £1 per cent per annum for the quinquennial period ended December 31, 1945, in respect of death benefit (Table II) assurances in force during that period.
2. An increase in the weekly benefit for maintenance in hospitals from £5 5s. to £6 6s. per week, with a corresponding increase in the present maximum payment from £21 to £25 4s. during a period of twelve months.
3. The inclusion as an additional benefit under the hospital and nursing home scheme, of payment for the cost of vaccines and serums up to a maximum amount of 7s. 6d. for each injection, with a total maximum of £10 10s. during any period of twelve months.

After considering the implications of the National Insurance Bill, the committee took the view that, since the conditions of service of local government officers provide for the amount of the statutory standard rate of benefit receivable in respect of compulsory insurance under the National Health Insurance Acts to be deducted from an allowance equal to full pay, officers would, during periods of sickness, still require additional income, such as can be obtained through the society's sickness scheme, to buy extras essential to the restoration of health.

New N.E.C. Member

P. H. BROWN, of the passenger transport department, Portsmouth, has been elected by the Southern District to fill the casual vacancy on the N.E.C., caused by the resignation of J. H. WARREN. He will sit on the public relations, education, and finance and general purposes committees.

Another Pension Problem Solved

MEMBERS employed by an officer of a local authority before entering the local government service itself may be affected by a recent decision of the Minister of Health.

Section 12 (6) of the Local Government Superannuation Act, 1937, empowers a local authority to determine that previous service in the employment of an officer of a local authority shall be reckoned as non-contributing service.

It was already clear that that period of service would be reckonable in calculating the *amount* of the officer's superannuation allowance. But it was not clear whether the officer might count that service in determining whether he had completed the 40 years' service which, at age 60, would entitle him to a pension under the Act.

The Minister's decision makes it clear that previous service of this kind does count in reckoning the *period* of service. It was given in a case, taken up jointly by NALGO and the Local Government Clerks' Association, of an officer who, from 1903 to 1914, had been employed by the clerk of a rural district council before he—the officer—entered the employment of the council.

The council determined that his employment from 1903—1914 should be reckoned as non-contributing service, but denied that he had, in 1945, completed 40 years' service, contending that his period of service in the employment of the clerk from 1903—1914, although recognised under Section 12 (6) as non-contributing service—for the purpose of determining the amount of his pension—was not reckonable in calculating whether he had completed 40 years' service.

The Minister, however, decided that this service was reckonable and that the officer had completed 40 years' service.

Interim Registrars are Pensionable

BY section 3 (2) (d) of the Local Government Superannuation Act, 1937, every registration officer acting in or for a district in relation to which registration functions are discharged by a local authority which is not a local Act authority, is entitled to become a contributory employee for the purposes of the Act. It was held in the case of *Algar v. Middlesex County Council, 1945*, that the word "interim" as part of the description of an appointment, did not qualify the position of an appointee, but limited the time for which he was appointed. An interim registrar was, therefore, a registration officer, and, under section 3 (2) (d) of the 1937 Act, was entitled to become a contributory employee.

The Minister of Health has now issued a determination on an appeal by an interim registrar of births and deaths who had been notified by his local authority that he was not a contributory employee. The local authority contended that his appointment as interim registrar constituted a separate appointment, in respect of which he could not complete ten years' service before attaining the age of 65, and that this separate appointment was not a superannuable post.

The officer contended that he became a contributory employee on his appointment as interim registrar in September, 1943, and that his period of service with local authorities from August 9, 1920, was reckonable as non-contributing service. The Minister decided that, in view of the judgment given in *Algar v. Middlesex C.C.*, the interim registrar was entitled to become a contributory employee on September 1, 1943. His previous local government service from August, 1920, would be reckonable, in relation to that appointment, as non-contributory service, and therefore the question whether he could complete ten years' service before attaining the age of 65 did not arise.

Logomia Progress

SUBSTANTIAL progress in all departments is shown in the annual report and accounts of Logomia for 1945, considered by the Board on March 7. Premium income has increased by £4,832 to £108,647. After considering the actuaries' report on the valuation of the life fund for the quinquennium ended December 31, 1945, the Board decided to recommend the annual general meeting to declare a bonus of £1 per cent per annum on with-profits life and endowment assurances for the valuation period.

Metropolitan District's Plan to Remodel London Government

A complete recasting of London's local government on a two-tier system—with a central authority to control general planning and large-scale services, and fewer but bigger and more powerful metropolitan boroughs—is proposed by the metropolitan district committee of NALGO.

HAVING failed to secure the support of the N.E.C. for its proposal, the district committee is taking it to Conference, with the suggestion that it be submitted, in the name of the Association, to the Government Committee of Inquiry on London Government.

The district committee submitted its scheme to the N.E.C. towards the end of last year. A special committee of the N.E.C. considered the scheme on December 28, but recommended that it would not be in the best interests of the Association for the N.E.C., or the Metropolitan district committee, to give evidence before the committee of inquiry. This recommendation was adopted by the N.E.C. on January 12.

Now the Metropolitan district committee is to ask Conference to do what the N.E.C. was unwilling to do. The scheme is set out in the following memorandum, which will appear on the Conference Agenda:

1. Introductory

The National Association of Local Government Officers was founded in 1905. It represents the professional, technical, administrative and clerical staffs of the local authorities and is a certified trade union within the meaning of the Trade Unions Act, 1913. It has a membership of 135,000, which includes all grades of officers within the local government service, and is therefore fully representative. It has a Metropolitan area membership of approximately 23,000.

2. Terms of Reference to the Committee of Inquiry

The terms of reference to the Committee of Inquiry on London Local Government are: "To examine and review the number, size, and boundaries of the metropolitan boroughs, and the distribution of functions between the London County Council on the one hand, and the Common Council of the City of London and the metropolitan borough councils on the other hand, and to make recommendations."

In view of the limitation of the scope of the inquiry to the existing London County Council area, which is only part of the problem of local government in the Greater London area, we must preface our remarks on the particular issue with a short statement of our views on the general problem in order to make our position perfectly clear.

3. The Problem of London Local Government

The boundary of the administrative county is approximately the same to-day as that drawn by the Metropolis Local Management Act, 1855, and when metropolitan boroughs were created by the London Government Act, 1899, their boundaries followed closely those of the vestries and district boards formed in 1855. Since 1855, however, revolutionary changes have occurred in the development of industry and transport, and in the whole character of the area now regarded as London, but the machinery of local government has not developed with the changing times. The existing social services are cramped within the framework of a local government structure which is not suitable for present-day functions.

Within the county, the areas have not changed and the respective functions of the County Council and the metropolitan borough councils have, with minor exceptions, remained static. Outside the county boundaries, the spread of urban development has overtaken country towns and villages so rapidly that within a comparatively short time rural districts have become urban districts and they in turn have rapidly achieved borough status, and in one or two cases boroughs have become county boroughs. These changes have resulted in a diversity of powers and functions as between one area and another which is not conducive to the greatest degree of co-ordination and efficiency. The difference in functions between metropolitan boroughs and the extra-metropolitan authorities is even more marked.

The need for a complete re-organisation of London local government is apparent. The administrative structure, not only in the county, but also in Greater London, is inadequate to meet the needs of the area. It lacks one central authority for planning the services as a whole and operating the major services which in our opinion is necessary for the attainment of the maximum economy and efficiency and the convenience and greater happiness of the people.

THE PLAN IN BRIEF

HERE, in summary form, are the metropolitan district committee's proposals:

- **Adjustment of the boundaries of metropolitan boroughs to provide each with a population of approximately 200,000, with consequent merging of some of the smaller boroughs into the new ones.**
- **Redistribution of functions between the metropolitan boroughs and the L.C.C., to give the boroughs, as far as possible, county borough status, subject to L.C.C. control of general planning.**
- **Extension of the area of the City of London to include the main centres of the "capital city," and revision of its functions to bring them into line with those of the other metropolitan boroughs.**
- **Measures to secure uniform standards of rating assessment, equalisation of rates, and revision of the borrowing powers of the metropolitan boroughs.**

We suggest, therefore, that the most effective solution to the special problem of London would be the creation of a two-tier system of local government comprising:

(a) a directly elected central authority to cover the Greater London area, to have general planning powers and to administer the large-scale services (including the public utility undertakings and similar bodies); and

(b) local authorities comparable in size and with functions similar to existing county boroughs.

Without going into greater detail, we submit the foregoing suggestions to indicate our view as to the lines which should be followed for the ultimate reform of local government in Greater London. The recommendations which we now submit must be considered only as a preliminary step towards the reorganisation of the administrative machinery in the Greater London area as a whole.

4. The Metropolitan Boroughs

An examination of the size and population of the 28 Metropolitan Boroughs to-day reveals an extraordinary difference between the smallest and the largest, as the following particulars indicate:

Areas

Smallest:	Holborn	406 acres
Largest:	Wandsworth	9,106 acres

Population (estimated 1938)

Smallest:	Holborn	34,350
Largest:	Wandsworth	340,100

All the metropolitan boroughs have identical powers, and it follows, therefore, that the local administration must be designed to meet the same problems and to exercise the same functions. On the one hand, the smaller authorities could quite easily absorb an additional area and administer it efficiently, whilst the larger authorities could surrender such areas without impairing their efficiency.

The powers and duties of metropolitan boroughs are so limited, in comparison with those of municipal boroughs or even of urban districts outside the metropolis, as to detract from the administrative importance which their position, as parts of the world's greatest city, demands. We, therefore, consider that the time for metropolitan boroughs to be vested with functions similar to those of county boroughs is long overdue. Variations are obviously required in order to vest the county authority with the necessarily wide powers to achieve uniformity of planning and administration over the whole unit. If this step were taken, it would obviously be necessary to adjust the boundaries of the boroughs in order to ensure that each of them was adequate in size to make the enlarged administration an economic proposition in relation to the demands for its services and to give it adequate financial resources. We suggest, therefore, that the new boroughs should each have an approximate population of 200,000.

There should be no rigidity in applying our proposal, and regard must be had to local community interests and sentiment; and whilst these interests must not be allowed to hamper the necessary reform, steps must be taken to preserve what, after all, is the essence of democratic local government.

It is obvious that our proposals do not justify the retention of 28 metropolitan boroughs, and that it would, therefore, become necessary to merge some existing boroughs in new boroughs in the general adjustment of boundaries, and that one or two of the larger boroughs would be reduced in size.

5. City of London

The position of the City of London should be reviewed. Whilst having the highest regard for its historical significance and the ceremonies and pageantry associated with it, and a desire to preserve them, we consider that the extension of the City's area and a revision of its administrative functions is necessary if a truly representative Capital City is to emerge from the re-planning which we expect to take place. This enlarged Capital City should include within its boundaries the various national institutions which are universally regarded as the outstanding features of what is known as "London" the Capital of the Empire.

The enlarged Capital City should contain within its area the various national institutions such as the Houses of Parliament, government offices, university buildings, the law courts, national art galleries and museums, theatres, etc., which are generally considered as characteristic of what is commonly known as London, the Capital of the Empire. The functions of the City, excepting those of an historic and traditional nature, should be brought into line with those of the other metropolitan boroughs. The retention by the City of such functions as a separate police force and planning powers is, in our opinion, no longer necessary.

6. Distribution of Functions

There is a need for a redistribution of functions as between the London County Council and the metropolitan borough councils. Although statutory provisions exist to enable this to be done, they have been used very sparingly in the past, despite the specific recommendation of the Royal Commission on London Government in 1923. Machinery also exists for voluntary consultation and co-operation between boroughs through the Metropolitan Boroughs Standing Joint Committee.

At the present time, there is an unsatisfactory variation in the operation of certain of the public services in the county, and we consider that it is necessary to secure greater uniformity and efficiency. An examination of the relative functions of the county council and the borough councils reveals certain overlapping of identical or similar functions on the one hand, and an absence of the necessary dovetailing of functions on the other.

An examination of the structure of local government in the metropolis shows how completely it differs from that of the rest of the country. The machinery in the provinces certainly gives to the borough and district councils a greater share in administering some of the most important services, thus ensuring that the local view-point is adequately expressed. To quote education as one example: apart from the appointment of school managers, metropolitan borough councils are not expected to take any share in what is regarded by many as the most important function of modern democracy. Town

planning also is wholly the function of the London County Council except in so far as there is consultation with the borough councils ; but the latter have no real powers. The planning of the county for all practical purposes is solely the function of the County Council, although it should be noted in passing that they have power to delegate.

Without doubt, the local government of London is a special problem which cannot be solved merely by the application of the principles adopted outside London ; but it is suggested that by reason of the large populations and densities of metropolitan boroughs, their functions should approximate as far as is reasonably possible to those of county boroughs, with the objects of :

(*a*) providing the boroughs with functions more in accordance with their importance and status;
(*b*) decentralising to a large extent the detail work of the County Council in order to create greater local civic interest in and control over the services involved ; and
(*c*) making more immediate and sympathetic the link between the general body of ratepayers and the local government machinery through the local Town Hall.

We consider, *broadly speaking*, that the following classes of functions should be exercised by the Borough Councils :

(i) those essentially local in character ;
(ii) those involving continual first-hand contact with the local public, who prefer to deal with the town hall rather than the county hall, for obvious reasons ;
(iii) those which involve local inspections for the enforcement of the law, so that the borough council is charged with the carrying out of all detailed work in the locality, thus avoiding overlapping inspections ; and
(iv) all matters relating to public health, where local immediate contact is desirable.

We enumerate in an appendix hereto the services which should, in our opinion, be transferred from the county council to the borough councils and *vice-versa*.

7. Finance

Although there is no specific mention of finance in the terms of reference, it is of paramount importance, because any far-reaching reforms in the structure of local government in the London area will not be effective, or indeed possible, until the present inequalities of the rating system are swept away. As in the case of areas and population, there are wide variations in regard to rating, as the following examples show :

RATEABLE VALUE

Smallest :	Stoke Newington	£429,237	(1938)
Largest :	Westminster	£10,756,476	(1938)

PRODUCT OF PENNY RATE

Smallest :	Stoke Newington	£1,739	(1937-38)
Largest :	Westminster	£41,642	(1937-38)

The necessity for equalising the rate burden is urgent, and should be dealt with as soon as possible.

In this connection we would remind the Committee that the Royal Commission on London Government in 1923 proposed a scheme of rate equalisation over an area consisting of the administrative County of London, together with all urban areas wholly or partly within a radius of 10 miles from Charing Cross.

We also consider that the anomaly which exists, whereby the county council is the loan sanctioning authority for certain expenditure of the boroughs, should be abolished, and that the provisions of the London Acts with regard to borrowing powers should be placed on the same basis as in the rest of the country.

8. Valuation for Rating

The valuation of properties for rating is a matter of vital importance to every ratepayer, and it is not surprising, therefore, that the present system of valuation has been the subject of adverse criticism.

We have given this matter consideration because we feel that advantage should be taken of the present opportunity to remove the causes of certain criticisms, which can be done by some readjustment of functions. The main fault which is found with the existing system is the retention of a separate assessment area for each of the metropolitan boroughs with a resulting lack of uniformity in the standards of assessment applied.

The new areas of metropolitan boroughs which we propose would be of sufficient size to justify their retention as separate rate assessment areas. A method should, however, be devised to ensure that uniform standards are applied throughout the metropolis, and in this respect we concur in the views expressed by the Incorporated Association of Rating and Valuation Officers in their Interim Report on Reconstruction issued in December, 1943, as follows :

> " A metropolitan county valuation committee should be set up on the lines of such committees in the provinces. It should have the duty of valuing all properties extending into three or more rating areas in the metropolitan area and all properties of the rating authorities, of checking and supervising the assessments of all other hereditaments valued by the rating authorities, and of initiating and defending proceedings in respect of all undertakings valued by central authority."

In addition, we propose that the county valuation committee suggested above should be vested with the necessary powers to enforce uniform standards of assessments throughout the county. This could be done in various ways : for example, by postponing the deposit of the draft valuation list until it has received the approval of the county valuation committee, or by providing that the values therein may be amended on a proposal from the county valuation committee.

"L.G.S." INDEX, 1944-45

Copies of the Index to Volume XXIII of "Local Government Service," covering the years 1944-5, will be available soon. Branches and members who want copies should apply at once to the Editor, Abingdon Street, London, S.W.1.

There are certain other matters connected with rating and valuation which require consideration, such as the desirability or otherwise of the town clerk of a metropolitan borough acting as clerk to the assessment committee, but we feel that these matters are such as will be dealt with on a general revision of rating and valuation law, and we therefore limit our proposals to that aspect of the matter which may properly be regarded as coming within the terms of reference to the Committee.

9. Town Planning

It is suggested that the Committee should consider very carefully whether the present position with regard to town planning in the county of London alone is entirely satisfactory. It is true that the County of London Plan was produced after some consultations with the borough councils, but consultation alone does not secure that the final production accurately reflects the views of all the authorities concerned. Outside London, town planning is based on the boroughs and urban districts, and these authorities are at present combining in the formation of joint town planning committees, whose powers include the preparation of town planning schemes for the joint area, but in the county of London town planning is imposed from the top. We see no reason why the London County Council, in view of the fact that the county comprises one unit, should not continue to be the town planning authority for the preparation of schemes and decisions on major planning matters, but provision should be made for the local authorities to have a voice in their deliberations, either by means of direct representation on the county council's town planning committee or by the setting up of a joint committee for the purpose. In addition, the boroughs should be the authorities for administering the schemes once they have been approved.

APPENDIX

A. Functions which should be transferred from the London County Council to Metropolitan Borough Councils.

Building Acts and Regulations.—The present functions of the county council, now administered through the district surveyors, who should be transferred to the staffs of the borough councils.

Housing.—Borough councils to deal with individual unfit houses, clearance and redevelopment areas ; L.C.C. to act only in default or at request of borough council (provision of new houses as at present). Powers under Small Dwellings (Acquisition) Act should be wholly transferred to the borough councils.

Licensing and Regulative Services.—Motor taxation licences, dog licences, weights and measures, Shops Acts, Children and Young

(Continued at foot of next column)

NEW SCALES FOR MASTERS AND MATRONS

Approved by National Joint Council

New salary scales for masters and non-nursing matrons of public assistance institutions were adopted by the National Whitley Council on March 20. The scales, together with the value to be attached to emoluments, are as follows :

MASTERS

Beds	*Salary*	*Emoluments*
Under 50	£160 x 10—£200	£110
50—99	£170 x 10—£210	£120
100—199	£180 x 10—£240	£120
200—299	£200 x 10—£280	£120
300—399	£230 x 15—£300	£140
400—599	£250 x 20—£340	£140
600—799	£280 x 20—£400	£140
800—999	£330 x 20—£450	£140
1,000—1,249	£400 x 20—£500	£140
1,250—1,499	£450 x 20—£550	£140
1,500—1,749	£500 x 20—£600	£140
1,750 and over	£550 x 20—£650	£140

£15 is to be added to the salary of masters possessing the master's certificate of the Poor Law Examinations Board, or the institutional officer's certificate.

NON-NURSING MATRONS

Beds	*Salary*	*Emoluments*
Under 50	£140 x 10—£160	£110
50— 99	£140 x 10—£180	£120
100—199	£150 x 10—£200	£120
200—299	£160 x 10—£240	£120
300—399	£180 x 15—£280	£140
400—599	£200 x 20—£300	£140
600 and over	£255 x 20—£340	£140

The new scales apply retrospectively from April 1, 1944, and will be subject to review after March 31, 1947. All salaries are exclusive of war bonus. The number of beds for the purpose of calculating salary is the number of beds erected and equipped (including E.M.S. beds) on October 1, 1945, less half the average number of beds unoccupied during the year ended September 30, 1945. There is a safeguarding clause to preserve salaries higher than the scales ; otherwise the scales will apply in full—subject to the proviso that duties performed outside those laid down in the Public Assistance Order, shall be the subject of special consideration by the employing authority.

(Continued from preceding column)

Persons Acts, employment agencies, hairdressing establishments, nursing homes registration, registration of adoption societies, charities registration, etc., land charges registration.

Parks and Open Spaces.—There should be a clearer division of the respective functions.

Public Health.—The London County Council should be responsible for institutional treatment and ambulance service. To secure uniformity, London County Council should be the bye-law making authority where such bye-laws are to apply to the county as a whole. Borough councils should enforce bye-laws and be responsible for other health services, including district medical service, appointment and supervision of midwives, nursing homes, etc.

Town and Country Planning.—See remarks in paragraph 9.

B. Functions which should be transferred from Metropolitan Borough Councils to the London County Council.

Refuse Disposal.—The collection of refuse should remain with the borough council, but on grounds of efficiency and economy the actual disposal of refuse would be better carried out centrally, with safeguards for those councils who dispose of their refuse otherwise than through contractors.

Highways.—The construction, maintenance, and lighting of trunk roads (the county council acting as agents for the Ministry of Transport), and other main roads.

Public Health.—There should be a centralised laboratory service for chemical and bacteriological testing, and also a centralised service for testing constructional materials, etc

Two Handy "Refreshers" for the Newly Demobilised : The Councillor's Job

Local Government To-day

FOR months, I am told, NALGO headquarters has been bombarded with requests from local government officers returning from the forces for information that would help them to pick up the threads of municipal affairs and give them, in readily digestible form, a summary both of the wartime changes in, present condition of, and future prospects for, local government. It has been difficult for the Association, beset by current problems and staff shortages, to do that, but now the need has been fully met. First, Allen & Unwin have revived the excellent brown and County Hall series of books on municipal affairs, under the general editorship of H. WARREN, NALGO's new general secretary, in place of Dr. Ivor Jennings, who edited the series before the war, and Mr. Warren has himself provided the first book, *The English Local Government System* (7s. 6d.). This book is at once a basic introduction to the series as a whole and an up-to-date survey of the law, structure, and constitutional basis of local government, invaluable alike to the student coming new into the service, the ex-soldier in need of a refresher, and the councillor, old or new, seeking a helpful conspectus of administrative method and machinery.

NALGO readers in particular will welcome a book that plunges bang into the controversies about local government areas and the relations between central and local government; and they will not be surprised that, though Mr. Warren gives a fair show to the advocates of other reforms, he gives special weight to the proposals of the NALGO Reconstruction Committee. Mr. Warren aims at giving most emphasis to administration, and he has achieved his intention without omitting essential background. The only major omission I noticed was some reference to party politics, for it cannot be denied that the party caucus, rightly or wrongly, plays an important administrative role. The historical sections are models of compression and those devoted to law and structure equally concentrate on major factors and bring out the principles involved. You will do well to read the book closely and not be deterred by what, to some readers, may seem a rather heavy and academic style—doubtless an inevitable result of the attempt to compress a great deal of information into relatively small compass.

Up-to-the-Minute

EQUALLY topical, and more directly designed to meet the needs of the ex-Service man and woman, is *Local Government Up to Date, 1939 to 1945*, by two NALGO members, H. TOWNSEND-ROSE and H. R. PAGE (Pitman, 6s.). All who have been out of touch during the war will find in this book, conveniently set out and in easily accessible form, a summary of the legal and administrative changes which have taken place in local government since 1939, together with an epitome of the main outstanding problems as described in White Papers and documents like the NALGO Reconstruction Committee's reports. The authors take a commendably wide view of their task and include the White Paper on Employment (they add the adjective "full" on their own authority). All the more usual themes are covered: the changes in the electoral machine; the controversy over areas; the financial problems and what has been done about them (the section on rating is a little sketchy, but the reader is referred to the best books on the subject); housing; public utilities; public health; education; and a well-arranged collection of odds and ends. Inevitably, such a book gets rapidly out of date, but it covers seven eventful years adequately, and, as far as I have been able to verify accurately. It is, indeed, commendably up-to-date—there is even a reference to the new housing subsidies. And what is most valuable—there are plenty of references to sources of further information.

First-Aid for Councillors

FROM the same two authors comes *The Councillor's Handbook* (Pitman, 7s. 6d.), designed to provide candidates and councillors with information which will help them to understand local government and, in their turn, to explain it to their constituents. Feeling that the best judge of such a book would be a member of a local authority, I showed it to one. "An almost perfect account of a councillor's job," he described it. "Its spirit is ideal and it gives all that needs to be known about elections, local authority organisation and finance, and the functions and working of the various committees in careful detail."

In choosing material the authors have naturally shown preferences which may not be acceptable to all. For my part, I think their housing section under-emphasises the special features of the post war set-up—slums and overcrowding are no longer first priorities—and the section on hospitals and medical treatment is inadequate. On the credit side are admirable summaries of local government powers and structure (London gets rather scanty treatment) and the clear account of finance. Although the book is less entertaining, less human, and less "under the skin" of local government than the rather similar *Pilot Guide to Political London*, which I reviewed in November, it is a good introduction and should be studied by every newly elected councillor or would-be councillor.

NALGO WANTS

A CONVEYANCING CLERK

The National Association of Local Government Officers invites applications for the post of Conveyancing Clerk in the conveyancing department, dealing with a large volume of Building Society work. Salary £440 p.a., rising by annual increments of £15 to £485, plus cost of living bonus (at present 23s. per week). Candidates, who must be fully experienced, should write giving age and full details of past and present employment to the General Secretary, NALGO, 24 Abingdon Street, London, S.W.1.

"In Soot I Sleep"

IN an age when care for the young is inspired not merely by humanitarian impulses but by the instinct of racial self-preservation, it might seem that there is little to be learnt from a study in the fiendish exploitation of child labour during the development of capitalist Britain. The horrors suffered by child workers in factories, mines, or chimneys, their appallingly long hours, inadequate rest, foul environment, and harsh treatment have been told in the imperishable indictments of reformers from Engels or Carlyle to the Hammonds. William Blake enshrined in simple but biting words the repugnance which all must feel at the barbaric use made of the young of the poor.

When my mother died I was very young,
And my father sold me while yet my tongue
Could scarcely cry "Weep! Weep! Weep! Weep!"
So your chimneys I sweep, and in soot I sleep.

But complacency comes all too easily and it is well to be reminded that reforms so obvious to modern standards were strongly opposed by those who stood to lose by them. MAURICE W. THOMAS, in *Young People in Industry* 1750–1945 (Nelson, 5s.) has told again the long story of the fight to reduce the hours of labour and the harshness of working conditions, and to provide human decencies, education, and comfort for children.

The book breaks no new ground. It relies largely on quotations from previous writers (the sources of which are often not stated). But it brings together the whole story of the development of measures for ensuring that British children get good food, adequate clothing, and leisure in which to learn and play.

East End Borough

IT is a common and depressing reflection that Londoners lack civic sense. They are proud of St. Paul's, of the Abbey, of Buckingham Palace—but not of London as a whole in the way that the people of Manchester, Bristol, and Coventry are proud of their towns. Yet there *is* local patriotism in the borough.

Among the boroughs still rich in local pride is Stepney, in spite of its division into at least two neighbourhoods, the Jewish Whitechapel and the gentile dockland of Wapping. That local spirit is emphasised in *Living in Stepney*, compiled by the Stepney Reconstruction Group at Toynbee Hall (Pilot Press, 3s. 6d.). It is a vivid, well-illustrated description of Stepney's social life, past and present, with a commentary on the effect on it of the Abercrombie plans. To the planner, the book is of special interest for its clear demonstration that reconstruction of a single borough may have repercussions all over the country; in other words, that planning, like peace, is indivisible.

The Price of Planning

TO the familiar question "What is all this planning going to cost?" there is the equally familiar answer "no more than rebuilding our damaged cities and providing new houses without a plan." An elaboration of this theme is provided by F. J. OSBORN, of the Town and Country Planning Association, in *The New Planning* (Faber and Faber, 8s. 6d.). An examination of the effect on local government finance of the three possible methods of redevelopment—by maintaining existing population densities, by expansion into dormitory suburbs, and by the building of satellite towns—it provides cogent support for the third alternative and for the thesis that "planning pays."

Multilateral Schools

AT a recent headmasters' conference, battle was joined over the merits of multilateral schools—those in which there is, as one speaker put it, a fusion of academic and technical education. On that fusion, he contended, depended the future of civilization. But experts may disagree: another master said that such schools would destroy the community spirit; while a third implied that the plan provided no safeguard that children would be educated in accordance with their parents' wishes. In such a controversy the lay reviewer had best be wary, so I merely record that in *The Multilateral School* (published from Newlands, Kidmore End, Reading, at 1s.) R. W. TRUBRIDGE has provided a clear statement of the pros and cons of the idea and himself comes down in favour.

Six Centuries of Civic Life

TO have survived the enemy's classic attempt at "coventration" and to celebrate six hundred years of municipal life are indeed grounds for civic pride; Coventry marks the occasion by publishing a handsome record of its history, written by FREDERICK SMITH, the town clerk (Coventry Corporation, price unstated). It is more than a commemorative volume; it is a real contribution to local government history, for in the story of its fight for a charter in the Middle Ages, its communal support of the Parliamentarians in the Civil War, its fortunes during the reform struggles of the nineteenth century, and its adaptation of ancient institutions to modern needs, Coventry provides an inspiration to the nation's civic leaders.

Public Relations for Britain

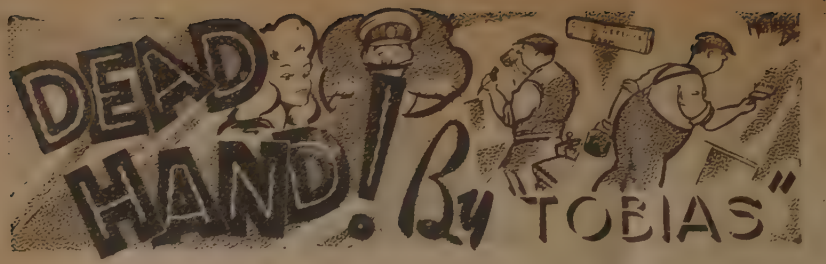
PUBLIC relations on an international scale is the theme of the *Report of the British Council, 1944–1945*. The job of explaining the British way of life to those who do not share it is a fascinating and important one, and this report shows how it is done. What the ordinary reader lacks, however, is a connected statement of the Council's objectives and the case for spending British public funds on Professorships, films, and subsidising libraries and so on, in colonial and foreign countries. When an irresponsible Press campaign against the Council is still reverberating in our ears, we should have liked a vigorous *apologia pro vita sua* from the British Council, but this report hardly provides it.

Leisure For Those Not Used To It

MAJOR W. E. SIMNETT has written a sixpenny booklet (Pioneer Books, 5, Palace Mansions, W.14) called *Leisure and You*. Its intentions are good: it reminds men and women coming out of the Forces of the wide range of activities open to them in their spare time—books, pictures, music, country hobbies, travel, education and politics. Major Simnett writes engagingly and explains the attractions and value of each pursuit, but I cannot believe that anything he says would convince a reader not already interested.

Planned Pubs

THE day has gone when it was fashionable to treat pubs as a subject for derision or disapproval; today they are a recognised part of the social structure and no town plan is complete unless it includes them. *A Handbook to the Licensed Planning (Temporary Provisions) Act 1945*, by CHARLES BRAY (Truslove and Bray Ltd., 5s. 6d.) is a useful work of reference for those who have to include provision for licensed premises in their planning schemes.



THE Dead Hand has held its place in our conversation for some time now. If Daffy comes in to find a new pile of work beside her machine, she is entitled to say that the Dead Hand has been on the job ; but to blame the Dead Hand for the cat having kittens under our office counter is reducing the thing to an absurdity.

The Dead Hand, which has nothing to do with the crime wave, made its debut at a N A L G O meeting some months ago. Rufus, as usual, was in the chair, and he was getting annoyed at some of the suggestions, applications, and sheer grumbles which were being voiced.

" I've already explained that these things are impossible ! " he shouted.

We gaped. Had Rufus grown so far away from us since his promotion that he expected us to accept explanations ? George got to his feet with an air of stern purpose.

" While not despising the past services of our worthy chairman," he began, " I submit that his attitude of late has savoured too much of the *Dead Hand of Officialdom . . .*"

" Hear—hear ! " we cheered. " Time we'd some new blood——" " Good old George——"

There was a sudden stir at the back of the room and to our dazzled eyes it became apparent that the Boss had at last kept his promise to honour us with a visit to one of our branch meetings.

" Just carry on with what you were doing," he called genially.

So Mr. Barrington proposed a vote of thanks to the chairman for the splendid way in which he had presided over the meeting. Somehow, towards the end of Mr. Barrington's speech, it seemed that what we were really doing was thanking the Boss for being graciously pleased to attend our humble gathering, and the Boss in his reply said how delighted he was to know that our meetings were marked by such perfect harmony.

George was not allowed to forget the Dead Hand. Everything from Mr. Barrington's rheumatism to the failure of Miss Gymbol's tulip bulbs was blamed on the Dead Hand of Officialdom, till at last George got a bit rattled.

" I'd have thought you at least would back me up," he grumbled to me—and of course I might have done had there been any chance of my being elected chairman in Rufus' place ; but as things were it looked as if George would get it.

Then one day we had a letter from Sackbutt —Capt. Nathaniel Sackbutt, now in India, but, he informed us, soon to return to our office. Well, we'd read stories and seen all the funny drawings about ex-office-boys coming back with such enormous moustaches and broad shoulders in army greatcoats that it was a problem to know, literally, how they would fit in to their old life.

" Just look at his desk," said George. Deserted for the moment by young Betty, who had gone about her daily duty of standing in a queue for the Boss's wife's cream-cakes (how would Sackbutt take to that little job ?), the desk was an ink-stained repository for several grubby powder-puffs, a hand-printed notice, REMEMBER TO SWITCH OFF HEAT, and a picture of Sinatra with " I love Bing " scribbled across it.

" Talk about fit settings for returning warriors," snorted George.

" They ought to get him a new desk," declared Daffy, obviously with an eye to a future conquest (the U.S. Army has now abandoned our district).

" Yes—one of those streamlined tables with a niche for his *chota peg* and cigar," I enthused.

" And another for his elbow while he's talking about ' When I was in Poona——' "

" Why don't we get a new office when we're about it ? "

The last suggestion came from George and, to our amazement, he was perfectly serious. " What about that Civil Defence place ? " he said. " If we don't grab it, somebody else will."

The storeroom from which recently the last firewatcher's bed had been carried, and the last steel helmet kicked, was not much bigger than our own office, but because it had more window space it would mean economy in lighting, beneficial sun-rays (on the two days of the year when the sun shines in our part of the world), and more people being able to see what was going on in the street outside.

Rufus, when we explained our idea and suggested that N A L G O should do something, pursed his lips in his best Public Negations manner.

" As a matter of fact——" he began. " But no, I have no right to speak," he finished, like a Victorian suitor.

" Spill it ! " we demanded.

" The Boss," said Rufus mysteriously, " has a little something up his sleeve by way of extra space for you. I am not at liberty to divulge what it is, but if we marched in and asked for the C.D. room it might upset him and then he'd do nothing. Much better leave him to spring his Big Surprise."

A few days later, workmen invaded the Civil Defence room. We were their most frequent visitors, and several times a day we gathered round the counter in our own office to compare notes.

" They're scraping the walls——"

" No, they've finished that—they're painting them a ducky duck-egg blue."

" Have you seen the woodwork, all grained and polished ? "

" And the floor—we'll be able to run a dance ! "

" They're putting in stained glass windows——"

" George'll have to watch his language ! "

" What the —— do you mean ? "

Our excitement reached its height with the arrival of a piece of bathroom furniture which seemed to indicate that we should no longer have to walk along two draughty corridors every time we wanted to wash our hands.

If the Boss paid us a visit while we were conferring about the new office, it was easy enough for us all to bob down as if we were searching for something in the drawers of our faithful counter. But we got the idea that the Boss was not worrying much—he was a man hugging a warm secret to his usually flinty heart.

There came a day when the new office seemed complete in every detail. One by one as we arrived that morning we were drawn to it as by a magnet. We switched on the soft lights and saw in the corner a radio ready to provide sweet music at a finger-flick. In the centre was a beautifully polished table with some streamlined easy chairs which would doubtless be placed at our desks as soon as they were moved in.

" Ah, admiring our new banqueting-hall ? "

It was the Boss, rubbing his hands in glee, his face aglow with boyish enthusiasm. " Such a pity we'll only be able to use it once a year—but perhaps they'd hold the N A L G O Conference here if you told them about it. Now, what do you think of the little improvement I've had made in your office ? "

We rushed across the landing. The blankness inside the door was matched only by the expressions on our faces. Our counter was gone, and already from the basement came the sinister sound of wood being chopped.

" I thought you could do with more space," beamed the Boss, " especially when young What's-his-name gets back."

As we said to Rufus, there had been some slight haggling over sites for desks in what we fondly imagined was our new office, but one thing we had all agreed was that the counter should retain its old position, acting as draught-screen and part-protection for us from the prying eyes of the Boss or Mr. Probono Publico, should either of them happen to come in.

Rufus was unmoved. " Trouble with you chaps is you don't know when you're lucky," he said with the Boss's very intonation.

Daffy is praying that the stocking position will improve before Sackbutt arrives.

" Imagine the poor guy walking in," she laments. " There's no counter—he'll be on top of us right away. *And the first thing he sees'll be my darned legs !* "

AT RANDOM

By "Hyperion"

Lions Prefer Brunettes

Wanted, Young Lady Manicurist, to tend claws of Trifondis' group of lions, which will appear in the Birmingham Hippodrome's Mammoth Circus. Applications stage door. Good money and prospects. P.S.—Lions prefer brunettes and redheads.—*Advt.*

Awkward Question

Jennie Lee, M.P., wife of Aneurin Bevan, Minister of Health, was stung by a wasp near the eye, which became swollen and discoloured.

Asked how she got the black eye, she replied : " Oh, I just happened to ask Aneurin how many houses he'd built."

The Fragrant Minute

The Medical Officer of Health reported that Mrs. —— had been admitted to the maternity ward as an emergency case.

Resolved—*That this sub-committee is willing to take responsibility.*

Culture

" These are cultural shows. We don't need licences," said George Honiball, manager of " Wonders of the World," standing beside poster advertising the " Giraffe-necked Woman."

Alice in Wonderland

" Two lumps or three ? " asked my hostess.

Plus ça Change

" Well, how are you getting on in this brave new world ? "

" Oh, it's just like the Garden of Eden—we've nothing to wear and we're in daily fear of being turned out."

In London Now

The play's the thing,
And I adore it ;
Another thing's
To get tickets for it.

—Philip Lazarus.

Gently Does It

" I believe in teaching my children the facts of life gradually," said the modern mother. " I always start with artificial flowers."

Vox Experientiae

The first art of being a parent consists in sleeping when the baby isn't looking.—*Reader's Digest.*

The Height of Absent-Mindedness

Can I see Professor Sharp ?
But you are Professor Sharp, sir.
Dear me ! So I am ! Tell him I'm out !

Whitehall Ways

I got back to the Ministry at a quarter past twelve, and went straight up to my room. There was a fair collection of files in my tray. I picked out two of them in rather desultory fashion and turned to the final minutes. The first began : " For the sake of conciseness I have divided my views on this subject into the following headings, numbered 1-25 . . ." There were six pages of them. The other minute was from a senior civil servant. It was quite short, like a small piece of string tied into innumerable knots. It said, " Having regard to all the circumstances it would seem that, subject to financial sanction and appropriate establishment action, either of the courses adumbrated in Enclosure 12A might be profitably pursued, and I therefore concur generally in such action as may be taken by the responsible officer or officers, provided they are satisfied—on which I express no opinion—that the time is ripe for moving in this matter. When the correct procedure has been determined and put in train, please return the file to me for further directions."

" Old Arkwright again," he said, tapping the minute. " Always passing the bloody buck. Do you know what Sir David said about 'im to the Permanent Secretary the other day ? "

" No."

" He said : 'Tell that bloody boa-constrictor to stop wrapping himself round my work ! ' "

—*From " Atalanta's Case," by Dennis Parry*

New Exhibition Record: More Aid For the Demobbed: Points For Retired Members

ITH a record-breaking attendance of 47,000 —beating the previous best, Dundee by 0 and Coventry by 14,000—**Hull** branch has ght to a triumphant conclusion the first year e N A L G O exhibition, which has now been by well over a million people at branch lays alone—and by hundreds of thousands e at displays arranged by the Forces and by r organisations.

ull branch organised the display, with the backing of the Council, and a thundering ess they made of it. Twenty-six departments a hand and there were no "dead spots"—ably because this exhibition, more than most, ured *working* machinery and models. An matic telephone exchange (Hull having the municipal telephone service in Britain), unting machines, trolley bus gear and nes, models of traffic lights, roads, sewers, tments, and much more—£10,000 worth of ipment was displayed—fascinated the visitors; e were frequent film shows to entertain and ruct; and the British Restaurant (no model time) was there with real refreshments. Nor the branch baffled, as some have been, by the , though most of this was borne by the council. branch had to put up £40—so it promptly anised a dance which substantially reduced burden.

n a smaller scale, but equally commendable, the show put on by **Uxbridge** branch, which acted one in five of the electors. Here again, ch local material supplemented the N A L G O sens, and the branch arranged a film show, two lic meetings, a "Platform for Youth," a brains st, and a competition for schoolchildren, and out one of the best souvenir programmes—ng, in 16 pages, a complete survey of the ncil's work—I have seen. This programme distributed free.

nce it was launched by the Minister of Health March last year, the N A L G O exhibition has med the nucleus for 120 local displays. And re are more to come: the two sets of the big ibition are fully booked until next January. e dates are still available for the smaller eens, but branches wishing to have them should ly quickly.

have been asked, for the benefit of neighbour-branches, to give a list of forthcoming bookings re they are:

April 1-May 4—**Lindsey County** (small—to be wn in eight areas).
April 6—**Bexhill** and **Kincardine** (small).
April 13—**Middlesbrough** (large).
April 17—**Merthyr Tydfil** (large).
April 27—**Retford** (small) and **Warrington** ge).
May 4—**Abertillery, Ossett,** and **Wrexham** all).
May 11—**Barnet** (small) and **Barrow-in-Furness** rge).
May 18—**Godalming** (small) and **Merthyr Tydfil** all, for schools).
May 25—**Tavistock** (small).
June 2—**Stretford** (large).
June 17—**West Hartlepool** (small).
June 22—**Bury** (large) and **York** (large).

hat a Wife!

HEN Lancashire educational committee advertised some time ago for a deputy education officer for the county at £1,250 a year, Mrs. G. Fisher thought it a post for which her husband, ent in the Far East, was eminently suitable. ithout his knowledge, she applied on his behalf. Col. Fisher returned to this country a few days o from Singapore, where he had been acting as ief education officer for South-East Asia. He rned, to his surprise, that he was on the short for the Lancashire appointment. He was lled before the committee yesterday—and got job.—"News Chronicle," March 7.

Play to See

'OR the local government officer who can take a laugh at his own expense, I can thoroughly commend "Worm's Eye View," the farce w running at the Whitehall Theatre in London. om the public relations angle it is deplorable—wing, as "villain," an assistant town clerk picted as a pompous, posturing prig, and as incipal butt a former municipal servant once m drains" but compelled to resign because ch activity offended the pride of the prig, his stepson. But the comedy is so lighthearted, the situations so ridiculous, and the prig so impossible that what might seem to be a slight on local government service is swept away on tides of laughter. Speaking for myself, I found it the funniest play I had seen for a long time, and one to which the slight local government flavour added a special piquancy.

Retired Members

MANY members who retire from the service wish to maintain the happy social contacts they have built up with branch and colleagues over the years, and to retain the advantages they derive from the N A L G O ancillaries. The Association's rules provide for this natural desire by allowing them to continue as "retired members" at an annual subscription of five shillings. But it is evident that some are unaware of the privilege, and of the conditions governing it, and I have been asked to mention them.

Someone Depends on YOU

Few people live for themselves alone—someone depends on them. If there were nobody to provide your monthly salary cheque, would someone suffer? Your wife, perhaps, or children? Certainly someone dear to you. Is it fair to add financial uncertainty to a widow's worries? A N A L G O life policy is the answer. Ask your local correspondent for details of an assurance to meet your own particular needs, or write to N A L G O, 24, Abingdon Street, London, S.W.1.

The conditions are set out in Rule 2 of the Association's rules. This makes it clear that any member who has retired from the service may become a retired member provided:

(a) He was a member of the Association throughout the two years immediately preceding his retirement;
(b) He is nominated for retired membership by his branch;
(c) His application for election as a retired member is received by the National Executive Council within 12 months of the date of his retirement; and
(d) The Council approves the application.

All retired members must be elected by the Council. They may not hold office, either elective or ex-officio, in a branch or district committee, and may not sit on the N.E.C., but apart from that enjoy all the privileges of membership. The important points to remember are that application for retired membership *must be made to the N.E.C. within* 12 *months of retirement, and must be supported by the branch.* Every branch secretary has—or should have—copies of the application form.

Building for Health—and Efficiency

ALL officers concerned—and who is not?—with the shape of tomorrow's Britain—will be interested in the "Building Now" Exhibition to be held at the offices of the Royal Institute of British Architects, Portland Place, London, W.1, from April 12 to May 11. In it, councillors and officers will find a conspectus of the best ideas for future building, including developments of the "neighbourhood unit," and the latest practices in layout and planning of hospitals, town halls, fire stations and law courts.

For the Demobbed

MY postbag this month is brimming with news of refresher courses for the demobbed. All over the country, it seems, districts and branches are putting long-matured plans into vigorous action.

Most ambitious of all, curiously enough, comes from what, after Scotland, must be the most difficult area in which to organise courses of any kind—the south-west. Here, 7,500 members are scattered over six counties, covering an area of nearly 10,000 square miles but containing only two university towns.

Undeterred by the difficulties, the south-western area education committee started planning two years ago with a double objective—the short-term one of "refreshing" the demobilised and rusty, and the long-term one of providing complete university training for every officer in the district wishing to take it.

Help of the universities, the local education authorities, and the provincial Whitley Council was sought and given with an enthusiasm beyond the hopes of the most optimistic—with the result that today the scheme is in full swing. It provides:

Short-term refresher and long-term degree and diploma courses, from two universities and two specially established training centres in conveniently placed towns, at a cost of £5,000, met by the local education authorities;

Week-end schools;

Short courses of general interest designed for officers not wishing to study for examination qualifications, councillors, and citizens;

Leave of absence on full pay for officers taking part in the courses, with time for travelling and financial assistance from local authorities; and

Staff libraries for students.

The first of the refresher courses (a full-time course extending over a fortnight) opened at the University College of the South West, Exeter, on March 25. It comprises 13 lectures covering all branches of the service, each by an expert, discussions, film displays, and visits to places of local government interest.

The **Metropolitan area education committee,** which is already running an educational advice centre, has planned five separate courses, beginning on April 3, two of eight lectures each to be given on Saturdays and Sundays, and three of 12 lectures each, one at week-ends and two on Wednesday evenings. All the lectures will be at N A L G O Headquarters, 24, Abingdon Street, London, S.W.1, and the lecturer will be Dr. F. H. SMITH, clerk to Woking U.D.C.

The **South Eastern area education committee,** with the support of the local education authorities, has organised refresher courses at **Maidstone, Brighton, and Lewes,** all of which are now in full swing, and further courses are planned at **Tonbridge** and other towns in the area. The provincial council is backing the scheme, and has urged local authorities to allow leave of absence and pay fees and other expenses of officers taking part.

In the north, **Manchester** city council, at the request of the local joint committee, and with the lively support of the branch, has arranged a 12-day full-time course, spread over three weeks, and comprising 25 lectures, visits to municipal activities, films, a debate, and a brains trust. Leave of absence is being given, and the course will be repeated until all demobilised officers wishing to take it have done so.

Bath branch, in association with the council, has arranged a series of lectures, to which officers of neighbouring authorities and members of the public have also been invited, and at **Mitcham,** the borough treasurer has started a departmental library for the "demobbed."

I have no doubt that the above far from exhausts what is being done throughout the country, and shall be glad to hear of similar activities elsewhere.

Re-educating Germany

THE article on another page this month on the way in which local government is being used to inculcate the democratic idea in Germany lends added interest to the news that **R. B. Webb,** chief clerk of **Westminster** city council and popular secretary of Westminster branch, has gone to Germany to take on a big job for the British Control Commission. He has been chosen to organise the first free elections since the Nazis seized power in 1933, and Westminster city council has given him a year's leave of absence.

Congratulations to—

J. J. CLIST, thrice president of **Leicester** branch and secretary for nine years from 1921, on his retirement from the service. He was largely responsible for the city council's grading scheme.

H. L. NICHOLSON, a prominent member of the L.C.C. branch executive and secretary for Area 3 from 1930 to 1937, on his retirement after 31 years' service.

G. E. SMITH, secretary of **West Ham** branch, and archaeology enthusiast, on his appointment as deputy town clerk, at the age of 34.

DR. J. B. WILLIAMSON, medical superintendent of Preston Hospital and Institution, and lately a senior vice-president of the North-easten district, on his retirement after 34 years' service.

Rhyl branch on winning the North Wales billiards shield and snooker cup from **Anglesey County** in the final match at Colwyn Bay, and the **North Wales Sports Committee** on a report which so impressed J. T. DAVIES, local taxation officer, Anglesey C.C., as to induce him to make it a donation of five guineas.

Ex-Warriors Criticise New Charter Conditions

Six Years of Swot—and Now More!

I HAVE just "read all about it"—National Charter in full!

You are under thirty? Come in, sucker!

Those dreams of the wife, the kids, and your own fireside; dreams you have had in every country from Burma to Blighty, have vanished again.

"Sorry, darling, you know I go to night school on Tuesdays and Fridays."

"For heaven's sake put that kid to bed and let me get on with this study."

If, on the other hand, you put your feet on the mantelpiece, you will stick at £300 a year.

Why? Simply because you were not born ten years earlier.

If (with a big capital) you do eventually cram sufficient theoretical knowledge to gain a qualification, will you be any better off? Not likely. Old So-and-so, who got on his grade before April 1, 1946, will laugh at your paper qualifications.

Some misguided person (safely settled and with not a qualification to his name) suggested to me that we youngsters had been short-sighted in not studying for examinations before this. Examinations! I guarantee that the juniors in my branch have passed more examinations than all the town clerks in Britain. Pilots, navigators, signallers, tank commanders, naval officers—they had to swot, study, and sweat for six years—and all, apparently, for the privilege of returning to yet another dose of study.

The boys in my department have been officers in charge of men right through the war, and I can think of no better qualification than that for an improved relationship between local government officers and the public.

4. Greenfield Road, Liverpool, 13. K. L. SHARP.

A Small Encouragement

THOSE responsible for the National Charter are to be congratulated. Obviously, the advantages obtained outweigh the disadvantages. But there is one disadvantage I should like the National Whitley Council to review.

Some of us entered the Forces six years ago, before we had obtained qualifications. Now, aged 28-30, we must start studying again before we can hope for promotion out of the General Division.

To a man of this age, possibly married, affected by the housing shortage, and having lost much knowledge during his war service, this presents great difficulties. He is much worse off than the youngster of today, who can enter the service at 17, get a qualification in, say, four years, do two years' compulsory service in the Forces, and be promoted to a technical grade at 23 or 24.

Hitherto, a head of a department could promote an officer to a higher grade on merit and ability. The Charter has ended such promotion from the General Division. But it does allow salary to be increased above the normal scale increment on grounds of special merit and ability. I suggest that ex-service men at the top of the General Division, who are now forced to study for a qualification, should be given two annual increments of £10, thus raising them to a maximum of £320. That would be some compensation.

A. W. F. DONISTHORPE.
County Surveyor's Dept.,
The Castle, Winchester.

"Reward" for Sacrifice

THERE are at least two points of doubtful fairness in the Charter:

1. The absence of a "years of service" scale, as an alternative to the salary scale for annual leave;
2. The effect on ex-Service men of the stipulation that promotion from the General Division is dependent upon passing approved examinations.

Many of our colleagues have been in the Services for long periods. They return as married men with home responsibilities. Apparently their reward is to remain at a maximum of £300 a year—or risk a mental break-down to earn promotion.

27, Glyn Road, Quinton, Birmingham, 32. WALTER BROWN (Birmingham Branch).

Why Stop at £700?

WHY is the Charter—excellent as it is—restricted to officers with salaries up to £700 a year? For those below this figure, as your leader points out, "local authorities have recognised that public service is of equal value in whatever part of the country it is rendered, and that it should be rewarded on the basis of work done, not on that of rate revenue." But why should this sound basis of remuneration not apply equally to those earning more than £700? Is there something magical in the figure of £700?

I feel it is a great pity that the National Joint Council was not encouraged, or even directed, to include *all* local government officers in the scheme. The sectionalisation of the service between chief or senior officers on the one hand and all other ranks on the other will be bitterly regretted in the near future. I hope, however, that enlightenment and clearness of vision will come to the members of the council and that, in the meantime, NALGO will do all in its power to prevent the chain of local government breaking into two distinct parts at this weak link.

Municipal Offices, East Retford. R. E. DIXON, Borough Treasurer.

READERS' FORUM

Letters for the May journal must reach the Editor, 24, Abingdon Street, London, S.W.1., by Monday, April 15.

NALGO agrees, and has consistently striven to have all local government officers included within the purview of the National Council. But the associations of local authorities refused to have anything to do with it unless its recommendations on salaries were limited to the under-£700s, and the Association was forced to acquiesce as the only means of obtaining national standards for the majority. It will continue its efforts to extend the authority of the Council to cover all officers.

Examination Grants Too Low?

WHAT exactly is the monetary grant of £15 in respect of passing an intermediate examination, mentioned in paragraph 29 of the Charter, intended to cover? I am studying for the intermediate of the Chartered Surveyors' Institution, and my expenses for the first two months total £34 4s., made up as follows:

	£	s.	d.
Correspondence course	16	16	0
Lending library subscription	4	0	0
Student's subscription, Chartered Surveyors' Institution	1	1	0
Drawing instruments	2	2	0
Drawing board and tee square	2	10	0
Adjustable set square	1	2	6
Desk lamp	3	12	0
Five books recommended but not available from the lending library	3	0	6

This does not include examination fee (£3 3s.), pencils, rubbers, inks, colours, brushes, drawing paper, note books, field and level books, postage, and any more books essential, but unobtainable from the lending library.

It seems to me that, instead of a monetary grant as a recognition of success, which will bring a higher salary in any case, there should be a drastic reduction in correspondence course fees, a larger range of books in the lending library, and, most important, financial assistance to help meet these costs, whilst one is in a low-grade post.

I could not afford to seek qualification had I not my small service gratuity, since, being married with one child, my salary is exhausted by essential expenditure at home.

City Engineer's Office, Bristol. R. J. CLARSON.

Mr. Clarson's comments on correspondence course and lending library fees evidently do not refer to NALGO, since the Association does not cater for the examinations of the C.S.I., for which there is little demand among members. On the general issue, he is apparently unaware that the Association is prepared to make loans to members studying for recognised qualifications. Under this scheme no member need be prevented by lack of money from obtaining professional and technical qualifications.

The "Unknown Pioneers"

IT is natural that NALGO should greet the National Charter with enthusiasm and some pride, but in estimating the significance of the event it is perhaps necessary to go back a little further in history than does Mr. Riley. He rightly refers to the debt owed to "those pioneers of NALGO who fought for the establishment of *Whitleyism* in the local government service *from 1920 onwards.*" But it is worth reflecting that many other factors besides NALGO have contributed to the result, that Whitleyism is merely a means to effect ends, and that those ends—the just reward and treatment of labour—were being fought for long before 1920 and long before the establishment of NALGO.

As the first staff side secretary of the first National Whitley Council for the local government service, I can speak with special knowledge of the setting up of that body. As a lifelong trade unionist, I can also draw attention to the profound influence which the trade union movement had in preparing the way both for NALGO and Whitleyism. When present-day NALGO members think of those to whom they owe such benefits as they enjoy, let them remember the unknown agricultural labourers, miners, engineers, railwaymen, and others who established the elementary right of workers to combine and by whose persistent efforts there has gradually been built up in this country a decent standard of living and working conditions. These are the foundations on which NALGO and many other middle-class workers' associations have been built.

The circumstances in which the original National Whitley Council was set up have only minor historic interest now, but it is worth recalling that, in its brief existence, it not only made recommendations on cost of living bonus, superannuation, and holidays, but also framed four salary scales and a model constitution for provincial councils. Bearing in mind the then weaker state of organisation and the altered value of money, its salary recommendations were fairly bold. Grades A and B were on an age basis and provided, at 27, a basic salary of £155 which with the then bonus, amounted to £311. Grade C ranged from £180 (£351) to £240 (£441) and Grade D from £260 (£470) to £325 (£565).

Towards the end of a long career in the public service and as a gesture of goodwill in the direction of closer unity, I rejoined NALGO, which I left at the time of the general strike in 1926. I think NALGO has done fine work, and it has a right to be proud of what it has accomplished. Nevertheless, members should never forget that the Association owes much to nameless trade union pioneers in the past, and that its present policy is largely dependent for success upon the descendants of those pioneers. It is the general level of social enlightenment and well-being which finally determines what any section of workers may achieve. That level is largely the work of the trade union movement. NALGO may well ask itself when it is going to repay that debt.

Public Health Dept., Bethnal Green. J. HENRY LLOYD.

Progress in the South-East

I REFER to the excellent series of charts in the February journal illustrating the advance of Whitleyism in local government. May I correct, or rather bring up to date, the membership position so far as this Provincial Council is concerned? Of the 102 local authorities in the area, 99 are now constituent members, the only remaining non-members being Lydd B. (pop. 2,778), Hollingbourn R.D., and West Ashford R.D.

This Provincial Council was only formed in 1939, and two years ago little more than one-third of the local authorities in the area were members. The present practically 100 per cent membership is thus all the more gratifying.

ALAN PROCKTOR.
Staffs' Secretary.
Southern Home Counties Provincial Council, Maidstone,

While acclaiming this splendid progress in the South-East, we should point out that it is shared by other districts. Since the chart in the February journal was prepared, a further 19 local authorities have joined provincial councils, bringing the total membership to 1159 out of 1530.

NALGO STUDY COURSES
"Revolution Needed?"

WITH the adoption of the National Charter it is probable that there will be a great increased demand for NALGO Correspondence Institute courses for the NALGO examinations and the Diploma in Public Administration. I understand that the revision of certain N.C. courses has already been considered, but in my opinion they need more than revision, they need to be revolutionised. From experience I ha

nd that they compare unfavourably with lar courses given by commercial correspond- schools; in fact, it would appear that the advantage offered by the N.C.I. is the lower to the student—a dubious advantage in view he comparative value of the courses offered. h due respect to the tutors and organising of the N.C.I., may I urge that greater regard given to the needs of the student in the pre- ation of these courses?

ublic Health Dept., M. KELLY.
St. Marylebone.

f all N.C.I. students who have sat for the minations since 1939, 70 per cent passed the L G O intermediate, 72 per cent the N A L G O , and 89 per cent obtained the Diploma in lic Administration. Does that suggest a need revolution?

OULD RANK BE RECOGNISED?

ast Word From the Navy

lthough we closed last September the corres- dence on recognition in civil life of rank gained he Forces, this delayed letter from a serving nber struck us as such an admirable summing-up we could not refrain from publishing it as a l word.

)R the past few weeks, I have watched with amused interest the cut-throat battle veen junior clerk Bill Smith, who was de- bed as Major Bill Smith, and junior clerk my Atkins, who was demobbed as Private my Atkins. Fellows, you make me laugh— rse laugh!

et us take you, Bill Smith. You joined up he age of eighteen and by the time you were nty were probably in command of a company, tain of an aircraft, or gunnery officer of a war- . You worked hard, studied even harder, and everything you had into your job. Your onsibilities increased a thousand-fold. You nd yourself a bewildering mixture of teacher, nt, judge, jury, father-confessor, and diplo- ic adviser. Your standard of living was easier, r pay more, and your war gratuity, although a fortune, was reasonably substantial. gether, point for point, you were neither se nor better off.

nd what about you, Tommy Atkins? You, joined up at eighteen with much the same it as Bill Smith, but as time went on your es of a commission vanished. Perhaps you did possess "Power of Command," perhaps your was not as clean as it could have been, haps you were too short or had a peculiar syncrasy (of which even you may not have n aware): whatever the reason, you went in as rivate and you came out as one.

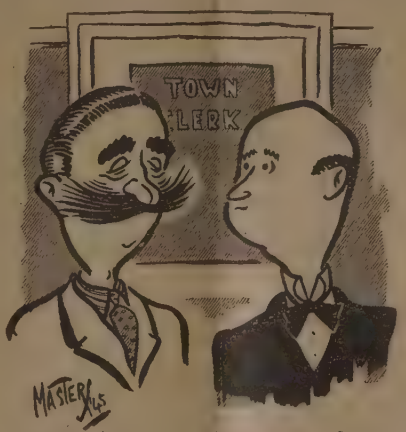
While you were a private you were looked after ty well, whether you believe it or not. Almost your thinking was done for you, your leaves, el warrants, ration cards, even train times, fully got together and handed to you on a . You worked certainly, and often worked d, but when it was done your time was your n. You always knew exactly how and where stood from day to day; you were paid regu- y; not much, I know, but be honest—for what did you were quite well paid, weren't you? he common denominator for you and Bill th was that you fought and fought well, often gry and under the most revolting conditions. was tough—sometimes it almost broke your rt—but you weren't being paid for that. were both doing a job for which mere unitary reimbursement was logically and rally impossible.

have tried to present both sides of the question ach of you. I should like you to work out a little nce column of the things I have said, with a it and credit side, and put down all these nts in their correct order. If you are fair to rselves, you will find that the sum totals of h sides will be exactly equal—nothing lost, hing gained.

'ou have just been demobbed, Tommy Atkins, have your job to go back to. You are far cier than many men I know. If you like to up the threads and work, you can get on. thing and nobody can hold you back.

s for you, Major Bill Smith, the same thing dies—but if you think your "crowns" are g to help you jump two salary grades, you are idiot. Go back to your job, work like the ens, and if it is in you, you will make the grade. have learned many things which were denied my Atkins. You learned to read the minds men, what they were thinking, what they would in different circumstances; you learned about with a capital L, and you knew what it was ave the heavy yoke of responsibility upon your ulders. You have aged a little, but with it has come the power of decision and independent thought, experience, and the acquisition of a definitive mind.

The Services cannot give you a certificate of merit for such things, but if you have any guts in you, they will prove their worth in a thousand ways. You may feel a little hurt that your war-time glory locks have been sadly shorn now that you are back in municipal life, and that your chief officer is still as stuffy and narrow-minded as when you left, never having travelled any further than Brighton once a year! Forget all that. He's the boss and he knows his job, whether he's been to Burma or not. Don't be too proud to learn from him. You may be very much at home in



"I found that Army life kind of grew on me."

the Yacht Club at Bombay, but remember that he is equally confident in the Town Hall at Nether Wallop.

You didn't get your commission through money, influence, or the old school tie. Officers are chosen by experienced men, not picked out of a hat. Your selection board saw something in you. Use it, now that you are a "civvy"—you will find it useful—but don't expect it to be the golden key to unlock all doors. You will have to work just as hard as Tommy Atkins. You are both on the same rung of the ladder now—the great thing is to look ahead, not back. Remember, Bill Smith, that although Tommy Atkins was only a private, he did his job and did it well. He's a man as much as you are, and knows as much about local government—and the same goes for you too, Tommy Atkins.

Like you, Bill Smith, I joined up when I was a junior official, and now I find myself second-in-command of a warship of some 2,000 tons, with more than 100 men to look after. I must confess to a certain feeling of self-satisfaction: who wouldn't? Like you, I have my job to go back to, and I am satisfied. I have every confidence in my ability to get on, and I am more than content. When I finally discard this rather nice blue uniform with its two natty gold rings, I shall have no regrets. They mean nothing to my local authority, and I should be a fool if I expected them to.

Yes, Bill Smith and Tommy Atkins, the Bowler Hat Stakes are about to begin. I am standing at the starting line with you, but we shall all start from scratch. Stop this bickering and get down to work, and you will find that, major or private, commander or able seaman, the best man will win—and what could be fairer than that?

H.M.S. Amberley Castle. F. SHULTS,
(Lt., R.N.V.R.)
Tottenham Borough Council.

NALGO ACHIEVEMENTS

"Something to Brag About"

This letter was written before the announcement of N A L G O's latest and greatest achievement—the National Charter—which has brought still greater benefits to the majority of members.

THE letter from "Rebus sic Stantibus" in the January journal is one of the worst I have read, amounting to a thinly veiled attack on the whole of the Association, and as a member just back from the Services I should like to reply.

"N A L G O," complains the writer, "constantly brags about such things as war bonus and other trifling matters which, in an effective trades union or association, would not be considered any achievement at all." I have noticed little of this "bragging"; but even if the charge were true, it is the fact that had N A L G O not obtained these awards they never would have been obtained. One might imagine from his letter that N A L G O was the only association that did "brag." Did your correspondent miss the recent reports in the daily papers about the "Biggest award yet obtained by the civil service trade unions"—or does he consider these and similar references to teachers' and civil servants' pay as not "bragging"?

On salary scales, about which your correspondent suggests that N A L G O has done nothing but talk, I can speak with gratitude for what the Association has achieved, not only for myself but for hundreds of other officers. In 1939, I was mobilised for service with the Territorial Army, and remained in the Army until last November. When I left the office, my salary was on a scale that would, in 1941, have given me £180 a year without any chance of regrading till after I came out of the Army. But N A L G O secured the adoption by my authority, first of the South Midland provincial council scales, as a result of which I have, for the last two years, been on a maximum £240, and secondly of a "trifling" war bonus of nearly £60. My salary, therefore, has gone up basically by £60 and by way of bonus by another £60, thanks entirely to the efforts of thousands of good loyal colleagues who, during the war, have won these bonuses, etc., for us all.

In comparing the application of salary grades by local authorities with their application in the civil service, your correspondent overlooks one big difference—the fact that in local government a chief officer has to refer his proposed increases to a staff committee, from which it goes in turn to the full committee, the finance committee, and the full council. The latter often refers the proposals back for further consideration. The chief officer in the civil service, on the other hand, does not have to refer every increase to Parliament! If he did, the affairs of the country would be even more chaotic than they are at present!

Finally, your correspondent complains that N A L G O has neglected chief officers' salaries. But surely it is to the honour of the Association that it has given first attention to the poorly paid of the service, in marked contrast to some unions who think only of the tradesman, and do not care a button for the semi-skilled man. Any fair-minded person will admit that there is a vast difference between the salaries of most chief officers and those of their subordinates, so N A L G O has quite rightly decided to level up a bit before going further, and to consider the needs of the majority of its members.

I would say to "Rebus sic Stantibus": "If you know of a better Association for the local government service, go and join it!" For myself, when I consider what N A L G O has done for all the service and for many of us as individuals, I am quite content. Perhaps he has never heard of the Building Society, Provident Society, and other activities of the Association? I have, and have cause to be thankful that such a fine body as N A L G O does exist and that it is constantly trying to improve the status and remuneration of the local government officer.

Portsmouth. F. A. COSTEGAN.

COUNTY BRANCH ORGANISATION

A West Riding Scheme

PROMPTED by the article by "Don" in the January journal, calling for the substitution of district committees by county committees, may I draw attention to the past and present disreputable state of county branch organisation within N A L G O?

Here in the Don Valley, for example, we are losing members not by ones but by fives and tens, as a result of dissatisfaction with the organisation. In 1934, the Don Valley area committee spent much time in going into the matter, and convened a conference of representatives of adjacent area committees to which it submitted a draft regional scheme. This called for the immediate formation of a regional committee within the branches of the West Riding county officers' association, composed of two members from each branch concerned, and charged with the task of securing fuller co-operation between branches, considering matters of principle affecting area branch members, and advising area branch committees on the policies desirable in the interest of members.

Such a scheme, we felt, would help to mitigate the disadvantages resulting from the small membership of individual branches, bring officers engaged in specific types of work into closer contact, contribute to the pooling of ideas and knowledge, and provide greater facilities for lectures and social functions generally. The

regional committee was intended to be an advisory committee only, and would not interfere with the autonomy of area branches. Nor would it weaken the executive committee of the Association; rather would it help, by obtaining a more collective view of the opinions of area members and by strengthening area branches generally.

Unfortunately, this scheme did not obtain the blessing of the county executive committee, which felt that its power might be weakened, and was dropped.

Today, out of 16 area branches in the West Riding, only two are functioning, and the most go-ahead of these, the Don Valley branch, may soon become inactive.

In view of the above, I fully agree with "Don's" call to let the county hall officer working away from the county hall become something more than a "ticket holder." Were this to be done, the West Riding branch would probably get more than 61 out of well over 1,000 members at its annual meeting—as happened on January 5.

Let the N.E.C. be bold, and tackle this problem of county branch organisation. It has needed doing since 1934, and we cannot blame the war for the present position.

"YORKIST."

Have you Bolted the Door?

"Since 1939, burglaries have greatly increased in number. Much more attention is being paid to such precautions as extra locks and barred windows, but little will stop a determined thief. The wise man insures. The local government officer can obtain comprehensive fire and burglary cover, at minimum cost, through NALGO's own insurance department. Ask your local correspondent, or write to NALGO, 24, Abingdon Street, London, S.W.1.

POINTS FROM LETTERS

Those Non-Members

MR. RIVERS and others who feel that non-members should be excluded from benefits obtained by NALGO, need not despair. Our Association is on the threshold of a bright and active future and the next year or two will see NALGO grow into a powerful and much respected union. Then the branch secretary will not need to canvass for members, but men and women will seek reasons why they should join our ranks. We who are members are the only people who can guide NALGO to such a position, and this can be done only by unity, which is strength, when troubles such as these will quickly solve themselves.—H. BARNES.

Brigg and District Branch.

Research Scholarship for Administrators

IN addition to the degree in Administration at Manchester university, referred to by "MAC" in the November journal, there exists at the same university the Warburton Scholarship in Local Government, awarded on the results of an open examination in local government and associated subjects, and designed to assist research into local government problems.—RODERICK ROSS

(Major, R.A.O.C. and sometime Warburton Scholar.)

External Students Barred

I FIND that only internal students can take the course and subsequent examination for the Manchester degree in Administration, thus precluding the ordinary local government officer not living in or around Manchester from obtaining the degree. London university is prepared to grant degrees to external students who need not attend at the university at all.—JOHN SPENCER.

Potters Bar, Middlesex.

Retired Member's Plight

IT has been my misfortune to be a compulsorily retired officer, as a permanent invalid. After 25 years' service I should normally be in receipt of approximately £500 a year, plus £1 3s. weekly cost-of-living bonus. The pension actually granted is £182 a year, and no bonus. I feel that the position of the retired member, with small pension, should receive more consideration.

D. WEIGHTMAN, Sanderstead.

NALGO Appoints More Organisers

THE long-needed increase in the Association's organising staff, demanded by Conference last year, and now made urgent by the adoption of national salary scales, and the need to establish throughout the country common standards of grading, has begun. At its meeting on March 9, the N.E.C. approved the opening of new offices at Nottingham and Reading and a number of new appointments:

HEADQUARTERS APPOINTMENTS

Deputy General Secretary—HADEN CORSER, F.R.S.A., acting general secretary since June, 1945, chief organisation officer, 1944-5, national Whitley officer since 1939 and, for 25 years up to 1944, district officer for the North Western and North Wales district.

Chief Organisation Officer—J. E. N. DAVIS, acting chief organisation officer since June, 1945, after more than 25 years as district officer for the East and West Midlands districts.

Senior Assistant, Organisation—D. S. BASS, who entered the organisation department at Headquarters in 1932, was called up in October, 1939, as a rating in the R.N.V.R., was commissioned in January, 1941, and commanded a minesweeper in Home and Mediterranean waters.

NEW DISTRICT OFFICES.

East Midlands—A new office will be opened at NOTTINGHAM as soon as accommodation can be found, with STEPHEN DUNCAN, B.A., as district officer. Mr. Duncan was formerly assistant district officer at Manchester and, since last June, has been acting district officer, East and West Midlands. For the time being he is working from the Birmingham office.

Southern—A new office has been opened at 140, Tilehurst-road, Reading, with D. H. J. NEWMAN as acting district officer. Mr. Newman was formerly in charge of the South Western district office in Taunton.

DISTRICT APPOINTMENTS

Eastern—*District officer*, J. MELVIN who, after some years as assistant in the combined Metropolitan and Eastern district office, took over the new Chelmsford office in 1940, to be replaced by FRANK THOMAS in 1941, when he joined the R.A.F.

Mr. Thomas retired on March 30, after 26 years in the service of the Association. When he was appointed in 1920, there were only two district officers for the whole of England and Wales—Haden Corser working from Manchester, and Mr. Thomas from Bristol. From 1921 to 1930 he covered the eastern and three southern districts from London, and from 1930 to 1939 covered the three southern districts from Reading. He retired after a car crash in 1939, but returned as temporary district officer at Chelmsford in 1941.

Metropolitan—*Assistant district officer*, G. H. NEWMAN. Mr. Newman has spent 15 years in the health department at Willesden, and has acted as steward of two hospitals and clerk-in-charge of two health centres. He has been a member of Willesden branch executive since 1939, education correspondent since 1944, and was appointed branch vice-chairman and a member of the Metropolitan district committee last year. He served in the R.A.F. for two years, for the latter part of the time as a pilot.

North Eastern—*District officer*, W. J. UPTON, who has been temporary district officer since 1941, after previous service at Headquarters and the Metropolitan and Leeds offices.

North Western—*Assistant district officers*, J. C. HAMILTON, for the past 19 years an accountancy assistant in the treasurer's department, Preston, and G. HOOD, A.C.I.S., since 1938 employed in electricity departments, first at Salford, latterly at at Barking. Both served in the Forces, Mr. Hamilton in the Army (as captain and adjutant since 1942), and Mr. Hood in the R.A.F., latterly acting as a resettlement vocational adviser.

South Eastern—*District officer*, ALAN PROCKTOR who, after some years in the legal department of the Nalgo Building Society, became assistant district officer in Manchester in 1940, took over the Glasgow office in 1942 and has been acting district officer at Maidstone since 1944.

South Western—*District officer*, F. SIGNEY, B.Sc., who was appointed assistant in the Manchester office in 1938 and joined the Army in 1939, rising to the rank of major.

Scottish—*Distict officer*, H. G. RAE, who was appointed assistant district officer for Scotland in 1939, and joined the R.A.F. on the outbreak of war, rising to the rank of squadron leader; *Assistant district officer*, J. TURNER, who has served in the assessor's department, Glasgow, f the last 14 years, and has been an executi member of the branch, a member of its servi conditions committee, chairman of the recru ment, training, and promotion sub-committee, a a member of the Scottish district sub-committ on social insurance.

Yorkshire—*Assistant district officer*, S. DAWSO formerly stores superintendent in the transpo department, Leicester, a member of the bran executive since 1940, and branch secretary sin 1942.

West Midland—*District officer*, J. L. ROBSO for the past three years temporary district offic in Scotland. Mr. Robson will work from t Birmingham office.

Medicine's New Wonder Drug

A new wonder drug named streptomycin is on the horizon. It picks up where sulfa and penicillin leave off and does jobs neither can do. But streptomycin will not be generally available for at least a year, and will be expensive. See that you do not fail your family by being unable to afford such modern medical treatment at the crucial moment. NALGO's Hospital and Nursing Home Scheme provides for such emergencies.

New Assistant P.R.O. and Assistant Editor, "L.G.S."

IN addition, the council appointed NORMA ROGERS as assistant public relations office and J. C. SHEPHERD as assistant editor, LOCA GOVERNMENT SERVICE.

Mr. Rogers, who will take up his appointme on demobilisation, is 34, and at the time of h call-up in 1941, was senior audit assistant in t finance department at Croydon. Always keen interested in public relations he won t NALGO Coronation Essay Prize on t subject in 1937, and when the public relatio policy was launched in its present form in t following year, was one of the first branch pub relations officers to be appointed. He also edit the branch magazine, for some time conduct "Branch Magazine Page" in LOCAL GOVER MENT SERVICE, contributed frequently to t journal on public relations, and in 1940 w elected branch secretary. In 1942, after a peri of active service in the Royal Armoured Cor he was wounded and taken prisoner in Nor Africa.

Mr. Shepherd, who is 30, has been a memb of the Association's headquarters staff sin 1933, edited LOCAL GOVERNMENT SERVICE some months in 1937, and assisted the press editor from November, 1937, until he enter the Army as a private in August, 1939. Co missioned as a lieutenant in 1942, and promot captain in 1944, Mr. Shepherd fought in Holla during the early months of 1945, was severe wounded in April of that year, and was d mobilised last January.

Women's Organiser Resigns

MISS ANGELA GAYWOOD, NALGO women organiser since May, 1943, has resign to take up the appointment of assistant secreta to the Student Nurses' Association of the Roy College of Nursing. We have received the follo ing tribute to her work for NALGO fr Miss F. L. GATES, first secretary of Readi branch women's sub-committee and a memb of the N.E.C.:

"I first made the acquaintance of Miss Gaywo soon after her appointment as women's organis being one of the first to invite her to address meeting of the branch women's sub-committ Since then, she has visited us several times address not only the women, but also the men the branch, and I know that I speak for t entire branch in saying that we shall sadly m her visits.

"Her charming personality and enthusia cannot fail to win her audience, and no distr was too far or meeting too small to be wort of the utmost energy on her part. She has be a tower of strength to the secretaries of various women's sub-committees throughout t country, who will feel that they have lost personal friend. She has, however, laid a sc foundation to the women's activities, which w I hope, continue to grow as she would h wished, and we therefore bid her a sad farew and hope that she will find much happiness in t new appointment."

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BY
H. TOWNSHEND-ROSE
M.Sc.(Econ.), LL.B., D.P.A.
Assistant Solicitor, Brentford and Chiswick Corporation

AND
H. R. PAGE
M.A.(Admin.), A.I.M.T.A.
Assistant Treasurer, City of Manchester

With a Foreword by
FRANK H. HARROD, M.C., B.A.
PRESIDENT OF N.A.L.G.O.

THIS book by well-known authorities provides a résumé of developments in local government during the war years. Although prepared primarily for local government officers who have been absent on war service, the volume will also be invaluable to those who, while serving on the home front, have been too busily engaged with the problems of maintaining adequate services to be able to follow the general development of local government.

SPECIAL attention has been paid to the developments foreshadowed in White Papers and Reports as well as those schemes which have actually reached the Statute Book. Emphasis has been given to those activities which have a future significance rather than to those of a merely temporary character.

IN his foreword the President of the National Association of Local Government Officers says: "I commend the book to all my colleagues in the service and am confident that it will meet a great need."

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H.M. Forces

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*Allison, Sgt/P. G. S., 23, Glider Pilot Regt., clerk's dept., Surbiton.

Beever, A/C/1 E., R.A.F., weights and measures dept., Leeds (in Japanese hands).

Benson, F/Lt. L. B., R.A.F., rentals dept., Harrogate.

Carlton, Dvr. H., Malta Command (Signals), health dept., Halifax.

Channon, A/C/1 P., R.A.F., depot clerk, Epsom.

Collier, D., treasurer's dept., Halifax (in Japanese hands).

Cooke, C. E., cleansing and transport dept., Derby.

†Cowen, Cpl. S., electric supply dept., Liverpool.

†Croot, A/C/1 A. J., R.A.F., clerk's dept., Battersea (in Japanese hands).

*Dunn, F/Lt. R. F., R.A.F., treasurer's dept., Warwick C. C.

Gane, L/Bdr. J., R.A. (A.A.), treasurer's dept., Enfield (in Japanese hands).

Gray, Lt. S. A. G., R.A., education buildings dept., Leicester.

Habergham, Sgt/Navr. A. W., R.A.F., treasurer's dept., Leeds.

Haseman, Sgt./Obs. P. J., 21, R.A.F., treasurer's dept., Epsom.

Meredith, Sgt. R. H., R.A.F., public assistance dept., Warwick C.C.

Scarborough, L/Sgt. E., R.A., Blackpool (in Japanese hands).

Steer, WOP/AG. R. D., 22, R.A.F., treasurer's dept., Surbiton.

Whitby, Cpl. J. K., R.A.M.C., inspector's dept., Godalming.

Young, F/Sgt. L., R.A.F.V.R., engineer's dept., Durham.

MISSING

Birch, Telegraphist J. H., R.N., health dept., Warwick C.C.

Clench, Cpl. S. V., R.A.F., clerk's dept., Warwick C.C.

Eldridge, Sgt./Gnr. G. F., R.A.F., surveyor's dept., Epsom (presumed killed).

Kay, Sgt. J. H., R.A.F., treasurer's dept., Warwick C.C.

Meatyard, A/B. (Gunlayer), R. L., R.N.V.R., Epsom and Ewell (presumed lost at sea).

Robinson, L/A/C. A. T. M., R.A.F., clerk, Warwick C.C.

Stroud, Sgt. H. F., R.A.F., education dept., Warwick C.C.

* *Previously reported missing.*

† *Previously reported prisoner.*

REPATRIATED PRISONERS

Bakrer, Pte. N., Leicester; Dallas, Sgt. H. J., Preston; Hannay, Cpl. A. R., Harrogate; Hardcastle, Sgm. F., Worsborough U.D.; Knott, Tpr. G. M. H., Staffs Potteries Water Board; Millward, Bdr. C. G., Preston; Mitchell, Dvr. J. E., Surbiton; Rawlinson, Sgt. S., Preston; Sharp, Sgm. L., Leeds; Simpson, Sgt. H. L., Harrogate; Webster, Cpl. G. R., Harrogate.

AWARDS TO MEMBERS

CROIX DE GUERRE

Lindsay, B.Q.M.S. I., R.A., clerk's dept., Stirling.

Standen, F., public assistance dept., Essex C.C. (with Palm, Class 6), for gallant and distinguished service in the 1944 campaign for the liberation of Belgium.

M.C.

Smellie, Capt. R. F., R.A., clerk's dept., Bebington.

Jones, Capt. D. L., R.E., health dept., Surrey.

D.F.C.

Cook, F/Lt. E. H., architect's dept., Barking.

Owens, F/Lt. A. J., R.A.F., clerk's dept., Bebington.

D.F.M.

Reed, F/Sgt. D., R.A.F., clerk's dept., Goole.

Stokes, F/O. C. D., R.A.F., finance dept., Penge.

Young, F/Sgt. L., R.A.F.V.R., engineer's dept., Durham (posthumous award). This airman completed, as air gunner, many successful operations against the enemy, in the course of which he invariably displayed high skill, fortitude and devotion to duty.

O.B.E.

Bennett, Lt/Col. G. T., R.E., county surveyor, Oxfordshire.

Bowen, Col. H. C., R.E., engineer's dept., Thames Conservancy.

Chappell, Lt/Col. G., 29, R.A.O.C., clerk's dept., Bebington—for gallant and distinguished services in N.W. Europe.

Duncan, D. R., architect's dept., Middlesex C.C.

Evans, Lt/Col. H. D., R.E., clerk, P.L.A.

Hall, Col. J. H., R.A., treasurer's dept., Barnet U.D.—in recognition of services as chief finance officer to the British Military Government in Austria and subsequently as director (chief accountant) to the Allied Commission for Austria.

Hill, Lt. J., R.A.M.C., asst. sanitary inspector, E. Retford R.D.—in recognition of gallant and distinguished services in Italy.

M.B.E.

Allen, W/O/2 J., R.E., clerk of the peace office, Nottinm.

Bullamore, C/S/M. S. C., R.A., treasurer's dept., Peterborough—for distinguished service in Italy and N.W. Europe.

Griffiths, Maj. G. R. H., surveyor's dept., Oxford C.C.

Haggis, Lt/Col. G. W., 35, R.E., surveyor's dept., Stafford—for services in the reconnaissance for, and reconstruction of, forward fighter airfields in Italy during the period September-December, 1944. Lt. Col. Haggis has also been twice mentioned in dispatches.

Morris, Maj. H. J., R.E., assistant county surveyor, Worcester.

Porter, Maj. W., R.E., factor's dept., Coatbridge.

Priestman, Lt/Col. J., engineer's dept., Hastings.

Timms, Capt. H. A., R.E., clerk, P.L.A.—in recognition of gallant and distinguished services in Italy.

B.E.M.

Cameron, Cpl. J. C., R.T.R., Liverpool—for gallant and distinguished service.

Fowler, S. W., water dept., Leicester.

Goodman, W/O. J. W., public assistance dept., Grimsby—for services in the War Office.

Paris, Ldg/Writer, W. L., R.N., housing dept., Brighton—for zeal and wholehearted devotion to duty.

Payne, Sgt. C. B., Notts. Yeomanry R.A.C., taxation dept., Nottingham C.C.

Thrower, Sgt. W. W., R.A.F., Sevenoaks.

Certificate of Good Service

Skempton, S/Sgt. J. W., R.A., education finance dept., Leicester.

Mentioned in Dispatches

Adams, Capt. L. J., R.A., deputy clerk to council, Barnet U.D.—in recognition of gallant and distinguished conduct in N.W. Europe.

Allen, W/O/2 J., R.E., clerk of the peace office, Nottingham.

Bowen, Col. H. C., R.E., engineer's dept., Thames Conservancy—for gallantry and distinguished service in N.W. Europe.

McIntosh, F/Lt. A. R.A.F.V.R., clerk's dept., Stirling.

Milne, Maj. W. D., R.E., 3rd class clerk, Port of London Authority—in recognition of gallant and distinguished services in N.W. Europe.

Newlove, Capt. P. H., R.E., assistant surveyor, Welton R.D.—in recognition of gallant and distinguished services in Italy whilst serving with an Assault Brigade.

Pointer, F/Lt. H. J., R.A.F.V.R., entertainments dept., Margate—for meritorious service and devotion to duty in air operations over Europe.

Primrose, Lt. (A) J., R.N.V.R., burgh factor's office, Stirling.

Rixon, S/Sgt. R., R.A.M.C., health dept., Penge.

Ullyett, S/Sgt. (A) R. C., R.A., accountant's dept., Alton R.D.—for gallant and distinguished services in N.W. Europe.

CIVILIAN AWARDS

O.B.E.

Whitley, Dr. J. T., medical superintendent St. John's Hospital—for services rendered to the St. John Ambulance Brigade.

(Continued at foot of next column)

Branch Work for Benevolent Fund Still Growing

MENTION in Headquarters' dispatches for distinguished service to the Benevolent and Orphan fund is accorded this month to two branches, Harrogate and South Shields. From the former, a gift of £235 has been received, making a total of more than £320 in donations alone within the year. This fine achievement has been made possible partly by the fine spirit of a group of Harrogate officers calling themselves the Clare Association, who undertook, early in the war, to provide entertainment for the Forces and devote the profits to various charities. They offered within limits, to double any amount raised by the branch, which promptly set to work on dances and whist drives.

At South Shields, women members raised £10 with a garden fête, to which has lately been added £120 5s. 2d. partly by the sale of Christmas cards and partly by a donation from the Mayoress's charity fund.

Other recent contributions of more than £10 have come from:

Dundee—£150 (Sunday evening concert); and Salop—£106 11s. 7d. (dances).

Other recent contributions include:

Abertillery—£10 (collection); Ashton-under-Lyne—£10; Atherstone—£12 11s. 7d. (dance and savings stamps draw at threepence); Bournemouth—£46 18s. 4d. (collections, dances and raffle); Barrow—£12 16s. 5d. (dance) and £2 (concert); Brighton—£36 1s. 9d. (Christmas draw); Bromsgrove—£10; Chislehurst and Sidcup—£20 and Grimsby—£5 5s. (given under the Sunday Cinemas Act); Chesterfield—£50 (branch funds); Dorset—£47 16s. 7d. (Christmas draw); High Wycombe and Wycombe Borough—£20 (dance); Kidsgrove—£20 19s. 3d. (dance); Lambeth—£5 9s. 3d. (dance); Lindsey—£45 10s. (dance collecting boxes); Llandudno—£9 13s. 8d. (annual interest on staff savings club); Middlesbrough—£75 (branch donation in appreciation of NALGO's work); Norwich—£61 5s. (Christmas cards and balance of funds held by civil defence report centre staff); Orpington—£6 13s. 10d. (boxing tournament); Ross and Cromarty—£12 6s. 6d. (whist drive and dance); Skegness—£4 4s., and Ulverston—£20 (branch funds); Tottenham—£8 2s. 10d. (social function); Tynemouth—£17 (dances and donation from charities fund); West Bromwich—£60, and West Riding—£50 2s. 9d. (dances); and Windsor—£19 6s. 2d. (to bring average contribution per member to six shillings).

John Simonds Memorial

A sum of £1,492 has already been collected by branches for the benevolent fund, to provide a fitting memorial for the late general secretary of the Association.

The benevolent fund committee will shortly decide how the money is to be spent and branches will be told of the decision. In the meantime those not yet having sent a donation may wish to do so.

War Damage Cover Refunds

Have you claimed the refund of war damage insurance premiums yet? Members who have mortgages with the Nalgo Building Society are invited to do so, sending receipts for the premium or a certificate from the collector of taxes. Their cases will then be examined and credit allowed where due. Please quote your mortgage number(s). The address is: Nalgo Building Society, 24, Abingdon Street, Westminster, S.W.1.

(Continued from preceding column)

ADDITIONAL NEW YEAR HONOURS

M.B.E.

Evans, E. A. C., clerk to Luton R.D.—for services to civil defence.

Evans, S. M., architect's dept., Middlesex C.C.—for service to civil defence.

B.E.M.

Higham, T. H., depot ambulance officer, Norfolk C.C.—for services to civil defence.

CORRECTION

We regret that in the New Year honours list in the February journal we incorrectly reported that Mr. R. C. Ray, town clerk and A.R.P. controller, Shoreditch, who received the O.B.E., had retired. Mr. Ray is still in office as town clerk.

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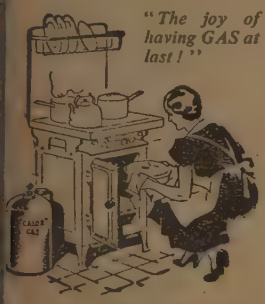

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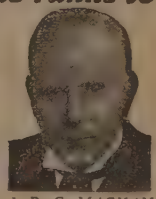

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METROPOLITAN

Middlesex C.C. has adopted the following amended scheme, from April 1, 1946, for men and women in the general grade:

Part II—(a) 35s. a week at 16, 40s. at 17, 45s. at 18, 50s. at 19, and 55s. at 20; (b) £160 × 15(2) × 20 — £210 for those aged 21 or more; (c) £230 × 20 — £330, with an efficiency bar at £290, automatic progress to the maximum in the absence of an adverse report and transfer to the next section on special recommendation; and (d) £350 × 20 — £390 (with transfer to part I on special recommendation).

Part I—£410 × 20 — £490 with increments subject to favourable annual reports.

Epsom and Ewell B. has agreed to grant time off to demobilised officers with two or more years service, to study for approved examinations.

Leyton B. has agreed to grant 60ths for non-contributing service.

Middlesex and **London County Council** have adopted the new civil service bonus without consolidation from November 1, 1945, Middlesex without distinction between men and women.

Correction: The L.C.C. was reported in the December journal to have reverted to "a working week of 41 hours (excluding lunch-time)." This should have read *including* lunch-time.

NORTH-EASTERN

Blyth B. has increased the salaries of the borough treasurer and the rating and valuation officer by £50 a year from December 1, 1945.

Thornaby on Tees B. has increased the salaries of the town clerk, borough treasurer, and borough engineer by £150, £150, and £200 respectively.

Berwick on Tweed B. has increased the salaries of the town clerk, borough treasurer, and borough engineer to £550 × 25 — £600 from Feb. 1.

Tees Valley Water Board has agreed to grant 60ths for non-contributing service.

Redcar B. has adopted the award by the provincial council appeals committee for the grading of certain officers.

The provincial council appeals committee has decided in favour of the Association that the chief collector and pay clerk of the social welfare department of **South Shields** and an officer of **Stockton-on-Tees B.** should be regraded.

NORTH-WESTERN

Llandudno U.D has adopted the provincial council scales as from October 1, 1944.

Macclesfield R.D. has adopted the provincial council's scales.

Blackpool C. B. Following adoption of the provincial council's scales, all the staff have been graded with arrears from April 1 last year.

Bangor B has agreed to the formation of a local joint committee.

Blackburn R.D. has agreed, following representations, to the grading of five officers within the provincial council's scales.

Other successful negotiations on behalf of individual officers have been concluded with **Stockport C.B., Radcliffe, Wigan,** and **Barrow B.s,** and **Padiham U.D.**

At **Liverpool C.B.** a disabled employee temporarily engaged in clerical duties, is to be paid at Whitley scale rates and officers in the education and treasurer's departments are to be regraded.

Chadderton U.D., has acceded to the claims for regrading submitted on behalf of five officers.

Irwell Valley Water Board has adopted a fixed scale of additional allowances in respect of non-contributing service.

Middleton B. has agreed to grant 60ths for all non-contributing service.

SOUTH-EASTERN

East Grinstead U.D. has adopted the Bolton scale of war service pay supplementation, in place of a lower scale, *retrospectively from October* 7, 1940.

Tenterden B. and **Seaford U.D.** have adopted the provincial council's sick pay scheme now operated by 88 authorities. The 14 remaining authorities have more generous local schemes.

The fifth consultative committee of branches has been formed in the Guildford area covering **Farnham, Godalming, Guildford, Haslemere** and **Woking** branches.

An application by the district officer, on behalf of a retiring member not entitled to superannuation, obtained the maximum gratuity permitted by Section II (1) of the act of 1937.

Tunbridge Wells B. has increased, by ten per cent, all basic salaries up to £700 a year, with effect from April 1, 1945, pending adoption of the national Charter.

SOUTH-WESTERN

Bideford B., Torpoint U.D. and **Langport R.D** have agreed to pay cost-of-living bonus.

Gloucester C.C.'s new local joint committee has secured leave with full salary, in addition to normal annual leave, for officers returning from the forces and resuming duty with the authority at least a fortnight before the end of their resettlement leave. Class B releases will get 11 working days, and class A releases 5½ working days.

Bridgwater B. has adopted the South-western provincial council education scheme. All applications are to be considered by the joint committee.

Somerset C.C. has adopted the following interim scale of salaries from July 1, 1945: war bonus is additional in each case.

Men.—Chief administrative officer—clerk's dept., £600 × 25—£700; other depts., £600 × 25—£650.

Administrative officer, £500 × 20—£580; grade £400 × 20—£480; grade II, £310 × 15—£38 grade III, £220 × 15—£295; and grade I £130 × 15—£205.

Men on the former grade V (£105) are to placed at the minimum of the new grade (£130).

Junior clerks, £80 × 10—£120 (boys wi higher school certificate commence at £110).

Women.—Class A, £210 × 15—£300; cla B, £160 × 15—£205 (merit increments absorbed class C, £110 × 10—£150; and junior clerk £80 × 10—£100.

Exeter C.B. has granted to all officers, oth than heads of departments, a 20 per cent increa from April 1, 1945, pending regrading under t national Charter which has also been adopt with application from April 1, last year.

YORKSHIRE

Huddersfield C.B., Bentley-with-Arksey U. and **Doncaster** and **Derwent R.D.s** have agreed grant 60ths for non-contributing service.

SCOTTISH NOTES: Negotiations Launched for the Charter for Scotland

THE cargo discharged ashore last month by the good ship NALGO was strictly for English and Welsh consumption. There may be cause for resentment amongst Scots for not including in the voyage a call at a Scottish port. There are plenty of customers in Scotland—11,000 of them!

Nevertheless, Scotland has, for better or for worse, or perhaps more aptly, for richer or for poorer, its own Joint Industrial Council, solely responsible for Scottish affairs. If it is a matter for regret that, on questions of national policy, liaison between the two Joint councils is ineffective, it is nevertheless true that the responsibility for this lies more with ourselves and our employers than with our English colleagues.

That, however, is a matter of the past. The Charter gives us an opportunity of getting into step with England now and staying in step!

Prompt action by the staff side of the Scottish Council led to the presentation, early in February, of a scheme on similar lines. It is perhaps too early yet to comment on our prospects of early application, but opposition may, of course, be met on several scores. Putting the arguments of the opposition at their best, there is still no justification for any differentiation in the treatment of officers in Scotland and in England. Those of us who saw service in the war with Englishmen, Welshmen, and Irishmen, enduring the same dangers and sharing the same conditions, have not come home to tolerate any differences in post-war standards. Scottish members will, therefore, be watching negotiations closely in the next few weeks.

Scottish Summer School

The Scottish District's Summer School, to be held at St. Regulus Hall, St. Andrew's University from June 22 to 28 to study local government in relation to reconstruction and central government will focus attention on the future status and functions of local government officers.

The Secretary of State is expected to inaugurate the course at a dinner on June 22. Charges, which show little advance on pre-war rates, are 12s. 6d. a day plus gratuities, and accommodation is limited to 55.

English or Welsh colleagues are welcome.

Revised Bonus Adopted

Scottish members will now receive the latest war increase, with effect from February 1, and based on the earlier civil service award.

The main improvements are: the immediate increase of £18 on salaries up to £355; benefits on a sliding scale from £356 upwards; and the removal of the £1,500 ceiling, with the result that bonuses (for men) range from £79 on a salary of £356 to £120 on a salary of £1,100 and over.

Glasgow Grades Adjusted

Following the adoption by Glasgow of improved salary scales for basic clerical grades for men and women, the following consequential adjustments in higher grades have been negotiated:

Clerks—second class, £250 × 10—£300; first class, £310 × 10—£380; principal B, £390 × 10—£430; and principal A, £440 × 10—£500.

Clerkesses—first class, £190 × 10—£230; principal, £240 × 10—£270; and chief, £280 × 10—£320.

Technical—second class, £200 × 20—£320; and first class, £340 × 20—£420.

Libraries—men on grade III, £70 × 15—£250; and women, £70 × 15—£190.

Adjustments of certain miscellaneous grades normally based on the third class clerical grades have been made on similar lines. The effective date of application for the higher clerical a technical grades is June 1, 1946, and for t miscellaneous grades, June 1, 1945.

After long delay, negotiations for consequenti adjustments at **Edinburgh** have succeeded. T new grades are: £245—295, £310—360, £375 425, and £440—500. Negotiations continue f extension of the adjustments outwith the cleric grades.

Submissions by the **Dundee** branch on anom lies in the new grading scheme are under co sideration by the council's grading sub-committe

A long-standing anomaly affecting certai senior women officers of **Lanark county** has be abolished by a recent up-grading. Represent tions have secured satisfactory increases for tw returned servicemen.

APPOINTMENTS VACANT

GLASGOW BRANCH OF NALGO

Organising Secretary.

The Glasgow Branch of the National Association Local Government Officers invites applications—inclu ing applications from members of H.M.Forces—for t position of Organising Secretary. The successf applicant will be required to devote his full time to t duties of the office, which will include certain financi work.

Organising experience, energy and enthusiasm a essential qualifications, and a knowledge of local gover ment, its functions and procedure, is desirable.

The salary will be £325, rising to £400, a year, by £ annual increments, plus cost of living bonus, at pres £59 16s. a year. In special circumstances, a commenci salary greater than the minimum may be paid.

The above appointment will be subject to one monti notice on either side. A contributory superannuati scheme is in operation.

Applications, giving full particulars of age, qualific tions and experience, together with the names of t more than three persons to whom reference may made, must reach the Hon. Secretary (Glasgow Branc Nalgo), 67, West Nile Street, Glasgow, not later th Saturday, August 31, 1946.

LONGRIDGE U.D.C.

Appointment of Surveyor and Sanitary Inspector.

Applications are invited for the above appointme from persons aged not more than 45 years who a qualified in accordance with article 20 of the Sanita Officers (Outside London) Regulations 1935 and be the Testamur of the Institute of Municipal and Coun Engineers. The salary will be £425 rising annually £25 to £500, plus Cost of Living Bonus, at pres £59 16s.

A house is likely to be available in the Autumn.

Applications stating age, present and previous appoi ments and full particulars of experience and qualificati accompanied by copies of three recent testimonia must be received by me not later than 3rd May, 1946.

Applicants serving in H.M. Forces may give the nam and addresses of persons to whom reference can made in lieu of copies of testimonials.

Council Offices, Longridge, Lancs. JAMES M. WHARMBY. Clerk of the Council.

EAST SUSSEX COUNTY COUNCIL

HOUSE MATRON required immediately in sm Training Home for High-Grade Female Mental Defecti at Fairwarp, near Uckfield, Sussex. On bus rou Salary according to Rushcliffe Scale if qualified b otherwise at £85 per annum plus bonus (at pres £24 1s. per annum).

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Applications to Acting County Medical Officer Health, County Hall, Lewes.

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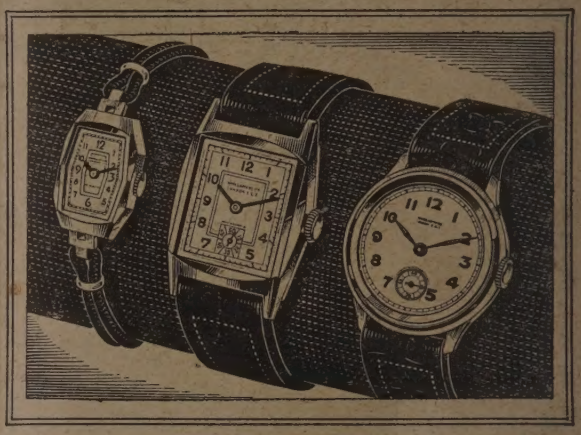

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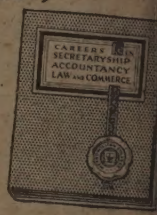

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